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ORIGINAL FILED  
SUPERIOR COURT OF CALIFORNIA  
COUNTY OF LOS ANGELES

MAY 16 2011

John A. Clarke, Executive Officer/Clerk  
BY *[Signature]* Deputy  
Glorietta Robinson

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CITY OF BURBANK, including the Police  
Department of the City of Burbank

SUPERIOR COURT OF THE STATE OF CALIFORNIA

COUNTY OF LOS ANGELES

OMAR RODRIGUEZ; CINDY GUILLEN-  
GOMEZ; STEVE KARAGIOSIAN;  
ELFEGO RODRIGUEZ; AND JAMAL  
CHILDS,

Plaintiffs,

-VS-

BURBANK POLICE DEPARTMENT;  
CITY OF BURBANK; TIM STEHR;  
KERRY SCHILF; JAMIE "J.J." PUGLISI;  
DAN YADON; KELLY FRANK; PAT  
LYNCH; MIKE PARRINELLO; AARON  
KENDRICK; DARIN RYBURN; AND  
DOES 1 THROUGH 100, INCLUSIVE.

Defendants.

CASE NO: BC 414602

[Assigned to Hon. Joanne O'Donnell,  
Dept. 37]

DEFENDANT'S EXHIBIT LIST RE  
PLAINTIFF KARAGIOSIAN

Action filed: May 28, 2009

1 Defendant CITY OF BURBANK submits the following Exhibit List. Defendant  
2 reserves the right to supplement at any time up to and including the trial of this matter.

- 3 115. 3/11/08 Zero Tolerance Policy/Policy Against Harassment  
4 116. 10/03 Policy Against Discrimination and Harassment  
5 117. 5/10/09 Stehr Memo re Efficient Working Environment  
6 118. 9/1/08 Prevention Against Discrimination and Harassment Policy  
7 146. 3/9/09 Dry Erase Board Photo  
8 148. 5/3/07 to 8/22/07 Progress Review  
9 149. 8/22/07 to 3/1/08 Progress Review  
10 150. 3/1/08 to 9/1/08 Progress Review  
11 151. 9/1/08 to 2/28/09 Progress Review  
12 152. 5/5/05 to 8/24/05 Progress Review  
13 153. 8/25/05 to 1/11/06 Progress Review  
14 154. 1/12/06 to 5/3/06 Progress Review  
15 155. 5/4/06 to 8/23/06 Progress Review  
16 156. 8/12/06 to 1/24/06 Progress Review  
17 157. 1/11/07 to 5/2/07 Progress Review  
18 158. 5/27/09 DFEH Charge  
19 159. 4/30/09 to 8/19/09 Progress Review  
20 500. 1/19/05 New Employee Orientation Record  
21 501. 4/13/07 Officer of the Year Award  
22 502. 2/18/08 Acknowledgment of Discrimination and Harassment Policy  
23 503. 2/28/08 Taylor memo re bonus for recruiting Eskandarian  
24 504. 5/4/09 Burbank Police Daily Bulletin - Departmental Restructuring

25 DATED: May 16, 2011

BALLARD ROSENBERG GOLPER &  
SAVITT, LLP

26  
27 By:   
28 PHILIP L. REZNICK  
Attorneys for Defendant

**EXHIBIT 115**



## BURBANK POLICE DAILY BULLETIN

Tuesday, March 11, 2008 ADDENDUM

### ZERO TOLERANCE POLICY

This is a special bulletin to remind all employees of the Burbank Police Department that the City of Burbank and the Burbank Police Department have a **Zero Tolerance Policy** towards harassment and/or discrimination based on an individual's race, color, national origin, religion, sex or other protected classification. This Policy, which you have all been given a copy of and trained on, prohibits all forms of such discriminatory harassment including derogatory verbal statements or comments directed at a person or persons of a particular race, color, national origin, religion or sex, or other protected classification. It also prevents retaliation against employees who report, complain of or participate in any investigation into unlawful harassment or discrimination.

Any employee of the Burbank Police Department who engages in even a single act of harassment, discrimination or retaliation in any form that is directed against another person on the basis of that person's race, color, national origin, religion, sex or any other protected classification is subject to discipline, up to and including termination. Supervisors who are aware or should be aware of such conduct by their subordinates and who fail to take immediate corrective action are also subject to appropriate action including discipline.

I cannot emphasize enough how strongly I feel that the Burbank Police Department will not allow, condone, or in any manner tolerate this type of behavior or conduct by its employees. As we all know, the harassing or discriminatory actions of even a handful of employees can tarnish the reputation of the Burbank Police Department for a very long time.

This is not who we are as an organization. Even one instance of this harassing, discriminatory or retaliatory conduct will not be tolerated. All reports or complaints of such conduct will be investigated promptly, fairly and thoroughly and appropriate action taken to punish any offenders and prevent future actions of this kind.

Chief Tim Stehr

**EXHIBIT 116**

# **CITY OF BURBANK**

## **POLICY AGAINST DISCRIMINATION AND HARASSMENT**

### **POLICY STATEMENT:**

The City of Burbank is committed to providing a work environment that is free of discrimination. In keeping with this commitment, the City maintains a strict policy prohibiting discrimination and harassment based on age, sex, race, color, religion, national origin, and ancestry, marital status, sexual orientation, medical condition, FMLA/CFRA eligibility, or disability in accordance with state and federal law. This policy applies to all employees including non-supervisory personnel, supervisors, and management. It also applies to non-employees who have contacts with City employees during the employee's work hours. Furthermore, this policy prohibits all forms of discriminatory harassment, including verbal, physical, and visual harassment.

### **DISCRIMINATORY HARASSMENT:**

For the purpose of clarification, discriminatory harassment shall be generally defined as derogatory racial, ethnic, religious, sexual, or disability epithets, display of derogatory visual or written material, repeated requests for sexual contacts, or other verbal or physical conduct of a nature inappropriate to a work environment (see reverse for specific examples).

Conduct in violation of this policy shall constitute prohibited illegal employment discrimination practices when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to and or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose and effect of substantially interfering with work performance or creating an intimidating, hostile, or offensive working environment.

### **ENFORCEMENT:**

Employees who violate this policy are subject to discipline. Disciplinary action will be taken promptly against any employee if it becomes known to management that such person has engaged in such discriminatory harassment of an employee.

To facilitate effective enforcement of this policy and to protect the reputation and privacy interests of all parties concerned, any employee who becomes the subject or has direct knowledge of any such discriminatory harassment is encouraged to promptly report the facts of the incident or incidents to the Management Services Director.

Supervisors and managers are required to immediately report any conduct that they observe, or of which they have knowledge, which might constitute any such discriminatory harassment to the Management Services Director.

All reports of such discriminatory harassment will be investigated promptly and in as confidential a manner as possible with due regard to the privacy rights of the complainant and the due process rights of the accused.

No employee shall be retaliated against for report harassment or participating in the investigation. If you have any questions concerning this policy, please feel free to contact the Management Services Director at (818) 238-5026.

## **CITY OF BURBANK**

### **POLICY AGAINST DISCRIMINATION AND HARASSMENT (Continued)**

#### **ILLEGALITY OF SEXUAL HARASSMENT:**

Sexual harassment in employment violates the provisions of the Fair Employment and Housing Act, specifically Government Code Sections 12940(a), (j), and (k).

#### **POLICY STATEMENT:**

The City of Burbank maintains a strict policy prohibiting unlawful harassment, including sexual harassment. This policy applies to all employer agents, suppliers, customers, and employees, including co-workers, supervisors, non-supervisory employees, and management. This policy also prohibits harassment from any source: male to male, female to female, male to female or female to male. Employees who violate this policy shall be subject to appropriate disciplinary action, up to and including termination.

#### **DEFINITION OF SEXUAL HARASSMENT:**

The Fair Employment and Housing Commission regulations define sexual harassment as unwanted sexual advances or visual, verbal or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes harassment of a person of the same sex as the harasser. This policy prohibits harassment in any form, including but not limited to:

**VERBAL CONDUCT** – Making or using derogatory comments, epithets, slurs and jokes. Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes, or invitations. Any unwanted sexual advances or propositions.

**VISUAL CONDUCT** – Leering, making sexual gestures, displaying of sexually suggestive objects, drawings, pictures, cartoons or posters.

**PHYSICAL CONDUCT** – Touching, assault, impeding or blocking movements, or interference with work directed at you because of your sex.

**THREATS & DEMANDS** – Making or threatening reprisals after a negative response to sexual advances, or offering employment benefits in exchange for sexual favors.

**RETALIATION** – Negative employment decisions for reporting and/or filing harassment charges, or complaining about harassment, even if it cannot be demonstrated that the harassment actually occurred.

Any of the above conduct that has the purpose or effect of creating an intimidating, hostile, or offensive working environment.

#### **REPORTING SEXUAL HARASSMENT:**

In addition to reporting any cases of sexual harassment to the Management Services Director, employees may, within one year of the harassment, file a complaint of discrimination with the California Department of Fair Employment and Housing located at 611 West Sixth Street, 15<sup>th</sup> Floor, Los Angeles, CA 90017, or call (800) 884-1684. An employee may also contact the Equal Employment Opportunity Commission located at 255 East Temple Street, 4<sup>th</sup> Floor, Los Angeles, CA 90012, or call (213) 894-1000.

**EXHIBIT 117**



## CITY OF BURBANK Memorandum

DATE: May 10, 2009  
TO: All Police Personnel  
FROM: Tim Stehr, Chief of Police  
SUBJECT: Efficient Working Environment

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I recently found it necessary and appropriate to cause an internal administrative investigation to commence regarding allegations of officer misconduct having been committed in connection with what was a significant enforcement action taken by this Department in the recent past.

During the past several weeks, I have witnessed this investigation become an increasingly prevalent subject of conversation, speculation, gossip, and innuendo among Department personnel. It has been brought to my attention that these discussions are infiltrating more and more aspects of the workplace, ranging from briefing room conversations, hallway conversations, conversations outside of the workplace, and even resulting in communications to personnel employed in other law enforcement agencies.

First, let me take this opportunity to emphasize that the concerns and directives I am stating in this memo have no application to communications that are made by any of you in the course of official proceedings authorized by law, or when any of you are initiating proceedings authorized by law. I encourage, and in fact require, that our personnel speak without fear of retaliation when disclosing information to government or other agencies when an employee has reasonable cause to believe that violations of statutes or law have occurred. *However, the types of communications that are the subject of this memorandum are quite different in nature because they are not made in connection with official proceedings.*

The residents of this community have the expectation, and the right to expect, that the Burbank Police Department is at all times, devoting 100% of its efforts and attention to providing the highest level of service to this community. The increasing frequency of informal communication and speculation by Department personnel as to the events which are the subject of a pending internal administrative investigation, can and do, negatively impact the necessary focus of Department personnel upon our singular mission of serving this community.

Therefore, each and all of you are **ORDERED** to immediately cease and desist from engaging in any **personal (non-official) communications with anyone in regard to the pending internal administrative investigation as well as any future internal investigation(s) that the Department may commence.** (Those of you who are involved as subjects of, or witnesses to, the matters being investigated, have been separately ordered not to discuss the proceedings in which you are involved. Those orders remain in full force and effect.)

Allegations of law enforcement personnel misconduct must be promptly and thoroughly investigated. The law provides significant privacy protections to those individuals who are the subject of internal administrative investigations. The above circumstances have rendered it necessary that this order be issued, not only to protect the privacy of those involved in the current and foreseeable future investigative proceedings, but also to redirect the focus of our personnel upon the reason that all of us have joined this profession and joined the Burbank Police Department – the provision of personal service and security to the community we serve. I ask that each of you join with me in fully displaying a commitment to achieving these important goals.

**EXHIBIT 118**



## PREVENTION AGAINST DISCRIMINATION AND HARASSMENT POLICY

### **POLICY STATEMENT:**

The City of Burbank is strongly committed to providing a work environment that is free of discrimination and will take all reasonable steps to prevent discrimination and harassment from occurring. In keeping with this commitment to both prohibit and prevent harassment and discrimination, the City maintains a strict zero tolerance policy prohibiting sexual harassment and harassment and/or discrimination based on age, sex, race, color, religion, national origin, ancestry, citizenship status, uniformed service member status, marital status, sexual orientation, gender identification, genetic characteristics, medical condition, FMLA/CFRA eligibility, or any disability protected by state or federal law. This policy applies to all employees including non-supervisory personnel, co-workers, supervisors, management, or appointed and elected officials. It also applies to non-employees, who have contacts with City employees during the employee's work hours, such as employer agents, suppliers, customers, contractors, or vendors. Furthermore, this policy prohibits all forms of discriminatory harassment, including verbal, physical, visual or written and harassment based on retaliation or threats and demands. Harassment or discrimination against an applicant or employee based upon an individual's protected classification as outlined in this policy statement will not be tolerated. Disciplinary action or other appropriate sanctions up to and including termination will be instituted for prohibited behavior as defined in this policy. The City requires all covered individuals to report any conduct that is believed to violate this policy as soon as possible. No employee shall be retaliated against for reporting discriminatory harassment or participating in the investigation. In addition, no employee shall interfere or use pressure to discourage any other employee or harassment victim from using this procedure.

### **DISCRIMINATORY HARASSMENT:**

For the purpose of clarification, discriminatory harassment shall be generally defined as derogatory comments regarding age, sex (including pregnancy, childbirth, or related medical conditions), race, color, religion, national origin, ancestry, citizenship status, uniformed service member status, marital status, sexual orientation, gender identification, genetic characteristics, medical condition, FMLA/CFRA eligibility, or any disability protected by state or federal law. It also includes epithets, display of derogatory visual or written material, repeated requests for sexual contacts, unwanted sexual advances, or other visual, verbal or physical conduct of any nature inappropriate to a work environment. This includes many forms of offensive behavior (see reverse for some specific examples) and includes harassment of a person of the same sex or opposite sex as the harasser. Harassment also includes any conduct which would be unwelcome to a reasonable individual of a protected class, even if the individual appears to "voluntarily" consent to the conduct or does not protest the conduct. An individual may not protest for many legitimate reasons, including the need to avoid being insubordinate or being outcast. Even well-intentioned conduct (e.g. gifts, over attention, endearing nicknames, etc) can violate this policy if the conduct is directed at, or implicates a protected classification, and that conduct is offensive to the receiver or a third party who observes the conduct or learns of the conduct later. Conduct need not arise to the level of a violation of law in order to violate this policy. Instead, a single act can violate this policy and provide grounds for discipline or other appropriate sanctions. However, conduct in violation of this policy shall constitute prohibited illegal employment discrimination practices when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to and or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with work performance or creating an intimidating, hostile, or offensive work environment.

### **ENFORCEMENT:**

Both supervisory and non-supervisory personnel may be held personally liable for harassing an employee or co-worker or for aiding and abetting harassment. To facilitate effective enforcement of this policy and to protect the reputation and privacy interests of all parties concerned, any employee, who becomes the subject or has direct knowledge of any such discriminatory harassment, is required to promptly report the facts of the incident or incidents to their immediate supervisor, any manager, department manager or Management Services Director. Supervisors and managers are also required to immediately report any conduct that they observe, or of which they have knowledge, which might constitute any such discriminatory harassment to the department manager or Management Services Director. The City will take a proactive approach to potential policy violations and will conduct an investigation if its supervisors or managers become aware that harassment, discrimination, or retaliation may be occurring, regardless

of whether the recipient or third party reports a potential violation. Employees, who violate this policy, are subject to discipline. Disciplinary action will be taken promptly against any employee if it becomes known to management that such person has engaged in such discriminatory harassment of an employee or fails to report an incident that they observed or which they have knowledge of to their immediate supervisor, any manager, department manager or Management Services Director.

#### **PROCESS:**

All reports of discriminatory harassment will be investigated promptly and, in as confidential a manner as possible, with due regards to the privacy rights of the complainant and the due process rights of the accused. Every possible effort will be made to assure the confidentiality of complaints made under this policy. Complete confidentiality cannot occur, however, due to the need to fully investigate and the duty to take effective remedial action. Once an employee makes a report of discriminatory harassment, the Management Services Director and the department manager shall meet and determine if the investigation should be conducted by the department or by the Management Services Director or designee. If the employee's complaint is against the department manager, the Management Services Director shall conduct the investigation after consultation with the City Manager. At the conclusion of the investigation, the City will make a determination that either: (1) no violation of the City's policy occurred; (2) the evidence is inconclusive; or, (3) that a violation of the City's policy did occur. The City's determination will be based upon all factual information and the totality of the circumstances, including the nature of the conduct, the context in which it occurred, and the sufficiency of the evidence. The City will not disclose a complete investigation report, however, a summary of the findings and determination will be communicated to the accused and complainant as promptly as possible, as well as all others directly concerned. If it is determined that a violation of the City's policy has occurred, the City will take prompt and appropriate remedial action commensurate with the severity of the offense. In addition, the City will take all reasonable steps to protect the complainant from further harassment, discrimination or retaliation. If an employee is found to have engaged in discriminatory harassment or otherwise inappropriate conduct, disciplinary action, up to and including termination, will occur.

#### **REPORTING:**

In addition to reporting any cases of sexual harassment/discrimination to their immediate supervisor, any manager, department manager, or the Management Services Director, employees or job applicants may, within one year of the harassment, file a complaint of discrimination with the California Department of Fair Employment and Housing located at 611 West Sixth Street, 15<sup>th</sup> Floor, Los Angeles, CA 90017 or call 800-884-1684/800-700-2320 (TTY) or visit the Department's website at [www.DFEH.CA.gov](http://www.DFEH.CA.gov). An employee may also contact the Equal Employment Opportunity Commission located at 255 East Temple Street, 4<sup>th</sup> Floor, Los Angeles, CA 90012 or call 213-894-1000. These agencies offer legal remedies and a complaint process. In addition, they may file formal accusations against the City and/or harasser, access fines or damages as granted by law, or provide a right to sue letter to the victim. If you have any questions concerning this policy, please feel free to contact the Management Services Director at 818-238-5026.

#### **EXAMPLES OF DISCRIMINATORY HARASSMENT BEHAVIOR:**

**VERBAL** - Making or using derogatory comments, epithets, slurs, and/or jokes; using verbal abuse of a sexual nature; inappropriate comments about an individual's body, physical features and/or dress (including dress that may or may not be consistent with gender identification); sexual degrading words used to describe an individual; suggestive or obscene letters, notes, or invitations or any sexual advances or propositions, including unwanted sexual advances.

**VISUAL** - Leering, making sexual gestures, displaying of sexually suggestive objects, drawings, pictures, cartoons or posters.

**PHYSICAL** - Offensive touching, pinching, grabbing, patting, assault, impeding or blocking movements, or interference with normal work or movement.

**THREATS & DEMANDS** - Making or threatening reprisals after a negative response to sexual advances, or offering employment benefits or promises in exchange for sexual favors; creating an intimidating, hostile, or offensive work environment; making real or implied threats of intimidation to prevent an individual from reporting harassment or discrimination.

**RETALIATION** - Negative employment decisions for reporting and/or filing harassment charges, or complaining about harassment, even if it cannot be demonstrated that the harassment actually occurred; taking sides, spreading rumors, shunning or avoiding an individual who reports harassment/discrimination or participates in the complaint process.

REV. 9/1/08

**EXHIBIT 146**

AMENDMENT TO A  
New ribbon sys

MY FRIEND  
I TELL YOU EVERY DAY  
MR. PLEASH, I BE SAYING  
IN ORDER TO GOD, YOU KNOW BUT  
THANK YOU  
HAPPENED TO ME, WHAT I  
WANT TO SAY TO YOU

AMENDMENT TO A  
New ribbon sys

EXPO H

EXHIBIT  
146

**EXHIBIT 148**

**BURBANK POLICE DEPARTMENT**  
**PROGRESS REVIEW - POLICE OFFICER**

Name: KARAGIOSIAN, STEVE Emp #: 11316 Assignment: PATROL

Evaluation Period: 5/3/2007 to 8/22/2007 Watch: GROUP-4, TEAM-8

O Outstanding Performance  
A Above Standard Performance  
S Standard Performance  
I Improvement Needed to Reach Standard  
U Unacceptable  
N/R Not Rated

Any one factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A '☆' denotes a critical performance area. An "I" or "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

1. Written communications and reports	A
2. Oral communications skill	A
3. Investigations	O
☆ 4. Knowledge of codified and case law	O
☆ 5. Field and station procedures	O
☆ 6. Judgment and impartiality	O
☆ 7. Performance under stress	O
8. Public relations	O
9. Court testimony and preparation	N/R
10. Use of technology	A

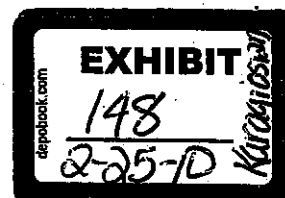
**WORK HABITS**

☆ 11. Reliability and dependability	O
12. Equipment maintenance	A
13. Adaptability, flexibility, and acceptance of additional responsibilities	O
☆ 14. Safety practices	A
15. Interpersonal relationships	O
16. Cooperation with supervisors	O
17. Problem solving	O
18. Personal appearance and grooming	O

**INITIATIVE**

☆ 19. Self-initiated activity	O
20. Self-improvement in education/knowledge	O
☆ 21. Ethics and integrity	S (S, I or U)

**OVERALL RATING: O**





**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable):

Officer Steve Karagiosian has been an officer with this department for 3 years. Steve came to the Burbank Police Department from Orange County S.D. with Custody experience and a Masters Degree. During this evaluation period Steve has performed at an Outstanding level.

Steve has served in patrol as an FTO. During his workdays, Steve volunteers for reports in order to expose his trainee to many types of investigations and situations. Steve also leads the shift in stops and arrests. Steve is conscious of all aspects of police work and does a remarkable job of exposing his trainees to a variety of police work.

When Steve is not working his regular patrol shift, Steve is constantly involved in assisting Investigations Division with investigations, search warrant and surveillance operations. These activities expose Steve to more advanced police and investigative skills. Steve recently competed for and was assigned to the Special Enforcement Detail.

Steve has a solid knowledge of station and field procedures and seeks clarification on rare occasions. His investigations are thorough and his reports are well written and comprehensive, requiring occasional corrections.

Steve is one of those officers that can handle most any situation that comes his way. He frequently provides other officers with assistance and is never shy about volunteering for any detail. Steve is never put off by any assignment. He accepts additional responsibilities without complaint and enjoys opportunities to expand his experience. Steve also takes on menial tasks with equal enthusiasm.

Steve took the time to apply for and attend an Advance Officer Training class, put on by the CNOA. Steve brought back his new learned knowledge and shared the highlights at roll call.

Steve also serves as a Hostage/Crisis Negotiator, and attends training classes with Glendale PD's negotiation team as permitted.

Steve maintains a strong personal commitment to actively embrace a variety of disciplines in police work. When coupled with his enthusiasm, strong positive nature, problem solving skills and professionalism, Steve's performance leaves little room for criticism.

Steve is a trusted employee, and it is a pleasure to work with him. Good luck in your new assignment.

**GOAL SETTING:**

Prepare for the next Detective test.

**TRAINING RECOMMENDED:**

Locate AOT classes that pertain to your new assignment and apply for them, with your new supervisors approval.

**OFFICER'S COMMENTS:**

☐ Additional Comments Attached

*[Signature]*  
Officer's Signature

8-18-07  
Date

**PREPARED BY:**

**INTERVIEWED BY:**

**REVIEWED BY:**

Sergeant

Date

Sergeant

Date

Captain

Date

Llewellyn

08-16-07

*[Signature]*

*D/C Rotay*

8/31/07

Lieutenant

Date

Sergeant

Date

Chief

Date

*[Signature]*  
Lieutenant

8-18-07  
Date

**BURBANK POLICE DEPARTMENT**  
**PROGRESS REVIEW - SPECIALTY ASSIGNMENTS ADDENDUM**

Name: Karagiosian, Steve Emp # 11316 Assignment: Patrol  
Evaluation 5/3/2007 to 8/22/2007 Watch Group-4, Team-8  
Period: \_\_\_\_\_

**AERO BUREAU ASSIGNMENT (#24 - A, O, or PIP required)**

- |                              |   |           |
|------------------------------|---|-----------|
| ☆ 22. Flight operations      | — | S or U    |
| ☆ 23. Pre/post flight duties | — | S, I or U |
| ☆ 24. Tactical deployment    | — |           |

**FIELD TRAINING OFFICER ASSIGNMENT (A, O, or PIP required)**

- |                        |   |
|------------------------|---|
| ☆ 25. Training ability | Q |
|------------------------|---|

**INVESTIGATIVE ASSIGNMENTS (A, O, or PIP required)**

- |   |   |
|---|---|
| ☆ 26. Case preparation and management       | — |
| ☆ 27. Interviews and interrogations         | — |
| ☆ 28. Proper use of investigative resources | — |

**K-9 ASSIGNMENT (A, O, or PIP required)**

- |   |   |
|---|---|
| ☆ 29. K-9 Job knowledge and tactical judgment | — |
| ☆ 30. K-9 Maintenance                         | — |
| ☆ 31. K-9 Training                            | — |

⑨ = Rating to be assessed by K-9 Coordinator

**SCHOOL RESOURCE OFFICER ASSIGNMENT**

- |   |   |
|---|---|
| ☆ 8. Public relations (global category 8) | — |
|---|---|

**TRAFFIC OFFICER ASSIGNMENT (A, O, or PIP required)**

- |   |   |
|---|---|
| ☆ 32. Traffic officer job knowledge, judgment | — |
| ☆ 33. Motor officer equipment maintenance     | — |
| ☆ 34. Motor officer proficiency and training  | — |

Officer Karagiosian does an outstanding job as an FTO. He is always on task and focused on exposing his trainee to as many varied experiences as possible; yet he takes the time to be thorough and complete in each of his tasks. He never takes shortcuts and looks to use every situation as a learning experience. Thank you for the exhaustive effort that you put into giving our replacements all of the tools that they need to be professional and honorable police officers.

Employee Comments:

Employee Signature:

*K. Karagiosian*

Date:

8-18-07

CV 8/20/1



**BURBANK POLICE DEPARTMENT**  
**PROGRESS REVIEW - POLICE OFFICER**

Name: Karagiosian, Steve      Emp #: 11316      Assignment: SED  
Evaluation Period: 8/22/2007 to 3/1/2008      Watch: Days / Various Hours

O      Outstanding Performance  
A      Above Standard Performance  
S      Standard Performance  
I      Improvement Needed to Reach Standard  
U      Unacceptable  
N/R      Not Rated

Any one factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A '☆' denotes a critical performance area. An "I" or a "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

- |   |     |
|---|-----|
| 1. Written communications and reports   | A   |
| 2. Oral communications skill            | O   |
| 3. Investigations                       | O   |
| ☆ 4. Knowledge of codified and case law | O   |
| ☆ 5. Field and station procedures       | A   |
| ☆ 6. Judgment and impartiality          | O   |
| ☆ 7. Performance under stress           | O   |
| 8. Public relations                     | O   |
| 9. Court testimony and preparation      | O   |
| 10. Use of technology                   | N/R |
|   | A   |

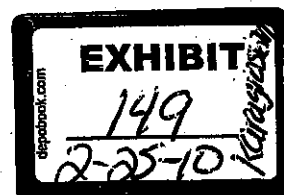
**WORK HABITS**

- |  |   |
|--|---|
| ☆ 11. Reliability and dependability  | O |
| 12. Equipment maintenance  | O |
| 13. Adaptability, flexibility, and acceptance of additional responsibilities | O |
| ☆ 14. Safety practices   | O |
| 15. Interpersonal relationships  | O |
| 16. Cooperation with supervisors   | O |
| 17. Problem solving  | A |
| 18. Personal appearance and grooming   | O |

**INITIATIVE**

- |   |   |
|---|---|
| ☆ 19. Self-initiated activity               | O |
| 20. Self-improvement in education/knowledge | O |
| ☆ 21. Ethics and integrity                  | S |
- (S, I or U)

**OVERALL RATING: O**



X149

**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable)

Officer Steve Karagiosian has been with the Burbank Police Department since July of 2004. He has prior law enforcement experience with the Orange County Sheriff's Department. In September of 2007, Steve was assigned to the Investigations Division's Special Enforcement Detail and has performed at an outstanding level during this evaluation period.

Steve has met the challenge of this assignment with determination and enthusiasm. He quickly became involved in numerous investigations and he has learned many of the nuances of working in the Investigations Division. Steve has worked with some informants, authored a number of search warrants, and has been the case agent on several investigations. He recently worked in an undercover capacity while purchasing an assault rifle from a suspect known to provide firearms to gang members. This investigation is on-going, so he will be conducting additional future purchases, prior to the service of search warrants.

Due to the nature of this assignment, Steve is called into work frequently from home. He has never failed to respond when called, and he never complains about the long hours we often have to work. He often volunteers for additional duties within the detail and he has never complained when given added responsibilities.

Steve speaks fluent Armenian and he frequently assists other detectives with translation. Steve possesses a Bachelor of Science Degree in Finance and a Master's Degree in International Business. His reports and search warrants are well written and require only occasional corrections or modifications. During this evaluation period Steve attended a one week surveillance school. This school was beneficial and he has continued to apply the knowledge he gained while attending the training.

In November of 2007, Steve was named the 2007 "Officer of the Year" and given an award by the Burbank Elks Lodge. He and his family attended the presentation, where he represented our department well.

Steve recently became ill and was told he needed to have surgery. As is his nature, he scheduled the procedure so his time away from work would be reduced and the effect on any on-going investigations would be minimized. He returned to work after only one week away.

Steve continues to develop and he is doing an outstanding job. His efforts are appreciated by his supervisors.

**GOAL SETTING:**

Continue to develop and gain experience in the Investigations Division, with the goal of taking the Detective's Exam in the future.

**TRAINING RECOMMENDED:**

Request to attend the two week Department of Justice Narcotics Investigations School.

**OFFICER'S COMMENTS:**

☐ Additional Comments Attached

*[Signature]*  
Officer's Signature

*2-25-08*  
Date

**PREPARED BY:**

Gunn #7943 2/22/08

Sergeant

Date

**INTERVIEWED BY:**

*[Signature]*  
Sergeant

Date

**REVIEWED BY:**

*[Signature]*  
Captain

Date

Dermenjian #9272 2/22/08

Lieutenant

Date

*[Signature]*  
Sergeant

Date

Chief

Date

*[Signature]*  
Lieutenant

Date



)

)

**BURBANK POLICE DEPARTMENT  
PROGRESS REVIEW - POLICE OFFICER**

Name: Karaglosian, Steve Emp #: 11316 Assignment: SED

Evaluation Period: 3/1/2008 to 9/1/2008 Watch: Days / Various Hours

O Outstanding Performance  
A Above Standard Performance  
S Standard Performance  
I Improvement Needed to Reach Standard  
U Unacceptable  
N/R Not Rated

Any *one* factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A '☆' denotes a critical performance area. An "I" or "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

1. Written communications and reports	A
2. Oral communications skill	O
3. Investigations	O
☆ 4. Knowledge of codified and case law	A
☆ 5. Field and station procedures	O
☆ 6. Judgment and impartiality	O
☆ 7. Performance under stress	O
8. Public relations	O
9. Court testimony and preparation	N/R
10. Use of technology	O

**WORK HABITS**

☆ 11. Reliability and dependability	O
12. Equipment maintenance	O
13. Adaptability, flexibility, and acceptance of additional responsibilities	O
☆ 14. Safety practices	O
15. Interpersonal relationships	O
16. Cooperation with supervisors	O
17. Problem solving	A
18. Personal appearance and grooming	O

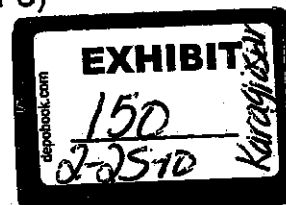
**INITIATIVE**

☆ 19. Self-initiated activity	O
20. Self-improvement in education/knowledge	O
☆ 21. Ethics and integrity	S

(S, I or U)

**OVERALL RATING: O**

X/150



**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable):

Officer Steve Karagiosian has been with the Burbank Police Department since July of 2004. He has prior law enforcement experience with the Orange County Sheriff's Department. In September of 2007, Steve was assigned to the Investigations Division's Special Enforcement Detail. He has performed at an outstanding level during this evaluation period.

The following are some examples of the outstanding work Steve has done during this deployment period: (1) Developed information that a local business owner was dealing cocaine from his business, and then wrote a search warrant for the business and two residences, which resulted in the arrest of the suspect and recovery of illegal substances. (2) Utilized an informant to conduct a controlled buy, and then obtained a search warrant for the suspect's residence. This resulted in the recovery of narcotics and a loaded handgun. (3) Steve and I flew to Las Vegas in order to introduce an informant to the Las Vegas PD Organized Crime Detail. Steve did an outstanding job of assisting in debriefing the informant. (4) After learning that the BPD Gang Detail was not going to interview an in-custody Vineland Boys gang member who had recently been paroled, Steve and his partner conducted the interview in the jail. The information gained corroborated previous information we had received, which allowed Steve and his partner to secure a search warrant for three Vineland Boys residences. This resulted in the arrest of several Vineland Boys gang members and their associates. (5) As follow-up to an arrest of a suspect in possession of a shotgun at the Ramada Inn, Steve obtained a search warrant for his residence, which led to the recovery of identity theft materials and the arrest of an additional suspect. (6) In response to complaints regarding strippers/table dancers at the El Halcon Bar, Steve and his partner worked undercover at the business. This resulted in the El Halcon bar being shut down. (7) Steve and his partners solved the robbery/stabbing that occurred at Best Buy. After Patrol officers cleared the call without locating the suspect, Steve and his partners conducted an extensive foot search and located evidence from the crime and property belonging to the suspect. The outstanding suspect was identified. Using an informant a few days later, Steve located the suspect in Van Nuys (well after his EOW). Steve notified his supervisors and requested assistance from LAPD to arrest the suspect. (8) Utilizing an informant, Steve obtained a search warrant for a business across from the Vallarta Market and the residence of the suspect. This resulted in the arrest of three suspects, the recovery of methamphetamine, cocaine, two loaded handguns, and over \$13,000.00. As stated above, these are only a few examples of Steve's outstanding work and his drive to conduct thorough investigations.

Due to the nature of this assignment, Steve is called into work frequently from home. He has never failed to respond when called, and he never complains about the long hours. He often volunteers for additional duties within the detail and he has never complained when given added responsibilities.

Steve speaks fluent Armenian and he frequently assists other detectives with translation. Steve possesses a Bachelor of Science Degree in Finance and a Master's Degree in International Business. His reports and search warrants are well written and require only occasional corrections or modifications. During this evaluation period Steve attended an "Informant Management and Development Class." This school was beneficial and Steve has frequently applied the knowledge he gained while attending the training. Steve's efforts are appreciated by his supervisors.

**GOAL SETTING:**

Continue to develop and gain experience in the Investigations Division, with the goal of taking the Detective's Exam in the future.

**TRAINING RECOMMENDED:**

Request to attend the two week Department of Justice Narcotics Investigations School.

**OFFICER'S COMMENTS:**

☐ Additional Comments Attached

*J. King*  
Officer's Signature

8-19-08

Date

**PREPARED BY:**

Sgt. Gunn 8/18/08

Sergeant Date

Lt. Dermenjian 8/18/08

Lieutenant Date

**INTERVIEWED BY:**

*NTD*  
Sergeant

Sergeant

*AA*  
Lieutenant

8-19-08

Date

8-19-08

Date

**REVIEWED BY:**

*P. Lenn*  
Captain

*D. Rotay*  
Chief

8-20-08

Date

8/20/08

Date

**EXHIBIT 151**

**BURBANK POLICE DEPARTMENT**  
**PROGRESS REVIEW – POLICE OFFICER**

Name: Karagiosian, Steve      Emp #: 11316      Assignment: SED

Evaluation Period: 9/1/2008 to 2/28/2009      Watch: Days / Various hours

O      Outstanding Performance  
A      Above Standard Performance  
S      Standard Performance  
I      Improvement Needed to Reach Standard  
U      Unacceptable  
N/R      Not Rated

Any one factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A '☆' denotes a critical performance area. An "I" or "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

- |   |     |
|---|-----|
| 1. Written communications and reports   | O   |
| 2. Oral communications skill            | A   |
| 3. Investigations                       | O   |
| ☆ 4. Knowledge of codified and case law | A   |
| ☆ 5. Field and station procedures       | O   |
| ☆ 6. Judgment and impartiality          | O   |
| ☆ 7. Performance under stress           | O   |
| 8. Public relations                     | A   |
| 9. Court testimony and preparation      | N/R |
| 10. Use of technology                   | O   |

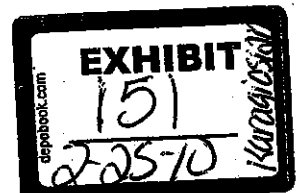
**WORK HABITS**

- |  |   |
|--|---|
| ☆ 11. Reliability and dependability  | O |
| 12. Equipment maintenance  | O |
| 13. Adaptability, flexibility, and acceptance of additional responsibilities | O |
| ☆ 14. Safety practices   | O |
| 15. Interpersonal relationships  | A |
| 16. Cooperation with supervisors   | O |
| 17. Problem solving  | O |
| 18. Personal appearance and grooming   | O |

**INITIATIVE**

- |   |   |
|---|---|
| ☆ 19. Self-initiated activity               | O |
| 20. Self-improvement in education/knowledge | O |
| ☆ 21. Ethics and integrity                  | S |
- (S, I or U)

**OVERALL RATING: O**



7157

**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable):

Officer Steve Karagiosian has been with the Burbank Police Department since July of 2004. He has prior law enforcement experience with the Orange County Sheriff's Department. Steve has been assigned to the Investigation Division's Special Enforcement Detail since September of 2007. He has performed at an outstanding level during this evaluation period.

Although I have only supervised Steve for approximately two months, it is very apparent that he is a very capable investigator and highly motivated to excel. Steve has shown particular strengths in the areas of investigations, use of technology, and written communications. Steve is a quick thinker and rapidly forms a strategy for working an investigation. He has shown an ability to locate people and gather information through the use of informants and available technology. Steve does an excellent job of conveying that information in police reports, search warrants and other forms of written communication. His written work is well thought out, and requires only occasional modifications.

Steve is fluent in the Armenian language and is often called upon to assist other investigators in interviewing suspects and other involved parties. He does so willingly and without complaint. Additionally, Steve is regularly consulted for his knowledge of the Armenian culture. This knowledge is a very valuable asset to SED and the department.

The department and SED have undergone numerous changes during the past couple of months which have affected the way SED operates. Steve has been very cooperative and flexible in regard to these changes. He is very cooperative with his immediate supervisors and has been very helpful to me as a new supervisor to SED. Lieutenant Dermenjian and I are thankful for all Steve does for SED and the department.

**GOAL SETTING:**

Continue to find ways to do proactive police work while considering current budget restraints.

Prepare for the detective examination.

**TRAINING RECOMMENDED:**

District Attorney's Investigator Course.

**OFFICER'S COMMENTS:**

☐ Additional Comments Attached

*[Signature]*  
Officer's Signature

2-23-09  
Date

**PREPARED BY:**

Irving  
Sergeant  
Dermenjian  
Lieutenant

2/19/09  
Date

**INTERVIEWED BY:**

Irving JS  
Sergeant  
Lieutenant

2/23/09  
Date

**REVIEWED BY:**

*[Signature]*  
Captain  
Chief

2/23/09  
Date

*[Signature]* 2/24/09  
Date

*[Signature]* 2-23-09  
Lieutenant Date





**BURBANK POLICE DEPARTMENT  
PROGRESS REVIEW - POLICE OFFICER**

Name: Karagiosian, Steve Emp # 11316 Assignment: PATROL

Evaluation Period: May 5 to August 24, 2005 Watch 1, Group 4, Team 9

O Outstanding Performance  
A Above Standard Performance  
S Standard Performance  
I Improvement Needed to Reach Standard  
U Unacceptable  
N/R Not Rated or Applicable

Any *one* factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A "☆" denotes a critical performance area. An "I" or a "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

1. Written communications and reports	A
2. Oral communications skill	A
3. Investigations	O
☆ 4. Knowledge of codified and case law	O
☆ 5. Field and station procedures	A
☆ 6. Judgment and impartiality	O
☆ 7. Performance under stress	A
8. Public relations	O
9. Court testimony and preparation	N/R
10. Use of technology	S

**WORK HABITS**

☆ 11. Reliability and dependability	O
12. Equipment maintenance	A
13. Adaptability, flexibility, and acceptance of additional responsibilities	O
☆ 14. Safety practices	A
15. Interpersonal relationships	O
16. Cooperation with supervisors	O
17. Problem solving	A
18. Personal appearance and grooming	S

**INITIATIVE**

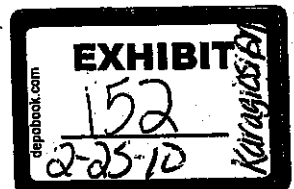
☆ 19. Self-initiated activity	O
20. Self-improvement in education/knowledge	A
☆ 21. Ethics and integrity	S

S, I or U

**OVERALL RATING:** O

H.S. BENEFITS 05/SEP/19 AM 10:27

X152



**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable):

Ofc. Karagiosian has been with us just over one year. He is a lateral from the Orange County Sheriff's Department. His previous 4 years of law enforcement experience has shown time and time again. During this deployment period he was frequently partnered with Ofc. Lamoureaux. Ofc. Karagiosian received 10 commendations from Capt. Lowers, Capt. Stehr and Capt. Varner (DR's 05-5331, 05-5395, 05-5632, 05-5637, 05-5659, 05-5875, 05-5877, 05-5881, 05-6195, 05-7197). A description of each of these commendations would be exhaustive. It would be suffice to say that his investigations and arrests have been excellent.

Ofc. Karagiosian's arrests and investigations are not limited to one particular area, such as only narcotics. He is consistently making varied arrests, ranging from drug possession, auto theft, and gang related crimes. This makes Ofc. Karagiosian an even better officer for not limiting himself to one area.

Ofc. Karagiosian's demeanor with police personnel, and more importantly with the citizens he comes in contact with, has been outstanding. He is very respectful and courteous to everyone.

Ofc. Karagiosian has shown he has initiative to follow-up on things he does not know about. An example of this is when he recently made an arrest for possession of Ecstasy. When it became known that these pills were actually aspirin, he took it upon himself to contact a local pharmacy on his days off to get information on these pills. He then gave roll call training on what he had found out.

Ofc. Karagiosian is always willing and ready to do whatever is asked of him, frequently coming in on his days off when called because of sick calls or manpower shortage. Ofc. Karagiosian also recently volunteered to attend bike school. He also volunteered to participate in Operation Swift Intruder.

Overall, Ofc. Karagiosian is one of the hardest working officers of the shift and consistently exceeds expectations. His proactive approach has done much to make this a safer city.

This commend group thanks Ofc. Karagiosian for all of his hard work.

GOAL SETTING: Keep up the good work

TRAINING RECOMMENDED: Course in basic investigations

OFFICER'S COMMENTS: \_\_\_\_\_

☐ Additional Comments Attached

S. Karagiosian  
Officer's Signature

8-20-05  
Date

PREPARED BY:

Caruso, R 8-12-05  
Lieutenant Date  
Gomez, C 8-12-05  
Sergeant Date  
Kister, T 8-12-05  
Sergeant Date  
Grandalski, K 8-12-05  
Sergeant Date

INTERVIEWED BY:

R. Caruso 8/20/05  
Lieutenant Date  
[Signature] 8-20-05  
Sergeant Date  
J. Kister 8-20-05  
Sergeant Date  
\_\_\_\_\_  
Sergeant Date

REVIEWED BY:

C. Ver 8/22/05  
Captain Date  
W. Hott 9-9-05  
Chief Date

**EXHIBIT 153**

# BURBANK POLICE DEPARTMENT

## PROGRESS REVIEW - POLICE OFFICER

Name: Officer Steve Karagiosian Emp # 11316 Assignment: PATROL  
 Evaluation Period: 8-25-2005 to 1-11-2006 Watch GROUP 3, TEAM 5

O Outstanding Performance  
 A Above Standard Performance  
 S Standard Performance  
 I Improvement Needed to Reach Standard  
 U Unacceptable  
 N/R Not Rated or Applicable

Any *one* factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A "☆" denotes a critical performance area. An "I" or a "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

### QUALITY OF WORK

1. Written communications and reports
2. Oral communications skill
3. Investigations
- ☆ 4. Knowledge of codified and case law
- ☆ 5. Field and station procedures
- ☆ 6. Judgment and impartiality
- ☆ 7. Performance under stress
8. Public relations
9. Court testimony and preparation
10. Use of technology

O  
A  
O  
O  
A  
O  
A  
O  
N/R  
O

### WORK HABITS

- ☆ 11. Reliability and dependability
12. Equipment maintenance
13. Adaptability, flexibility, and acceptance of additional responsibilities
- ☆ 14. Safety practices
15. Interpersonal relationships
16. Cooperation with supervisors
17. Problem solving
18. Personal appearance and grooming

O  
A  
O  
A  
O  
O  
A  
A

### INITIATIVE

- ☆ 19. Self-initiated activity
20. Self-improvement in education/knowledge
- ☆ 21. Ethics and integrity

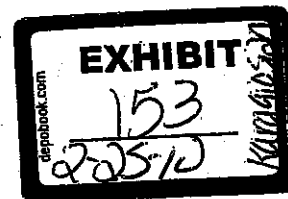
O  
O  
S

S, I or U

OVERALL RATING: O

153

M.S. BENEFITS 06/FEB/07 #1041



**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable):

Officer Karagiosian has been with the department since July 20, 2004, and assigned to patrol division since that date. Prior to Burbank, Officer Karagiosian had four years experience as a deputy with the Orange County Sheriff's Department. During this evaluation period, Officer Karagiosian has achieved an outstanding rating.

Officer Karagiosian has proven to be a well-rounded officer and has displayed the demeanor of someone that would have more tenure. Officer Karagiosian has been consistent in leading the shift in observed arrests and his reports have reflected completeness that leave little or no further investigation to gain filings. Officer Karagiosian has been commended many times by other detail sergeants and the Division Captain for some of his arrests and investigations.

Officer Karagiosian's ability to speak the Armenian language is invaluable based on the demographics of our city. He is the only person at the officer level on the department that is fluent in Armenian. I have also observed Officer Karagiosian in the field dealing with citizens, co-workers and with suspects. He has shown a very respectful demeanor to all and I was impressed with his ability to obtain pertinent information from suspect interviews. Officer Karagiosian was also commended by the City Attorney's office for assisting them on his days off with a neighborhood canvas after an officer involved shooting.

Officer Karagiosian on several occasions has put himself through several training classes and attended several other courses with emphasis on gangs and narcotics. One specific class put on by LASO had to do with allowing him to make entries into the CAL-GANG computer system. I know Officer Karagiosian has many times, on his days off, worked with the Gang Detail gaining experience with them in hopes of one day becoming a part of the detail. Also during this deployment, Officer Karagiosian provided roll call training on General Order 340, code 3 driving.

Officer Karagiosian always does what is asked of him with minimal instruction. He has also built up a reputation of being available on his days off in the event there is a shortage in patrol on the other end of the week. One thing of note is that in late September, Burbank experienced an 1100-acre fire in the Verdugo Mountains. Officer Karagiosian along with others worked long hard hours for several days conducting evacuations, traffic control and manning a command post.

Officer Karagiosian should continue his efforts and set his sights on a specialized detail or detectives as his future endeavors.

GOAL SETTING: Gangs/SED

TRAINING RECOMMENDED: Any investigation course

OFFICER'S COMMENTS:

[Signature]  
Officer's Signature

1/23/06  
Date

PREPARED BY:

INTERVIEWED BY:

REVIEWED BY:

B. Matthews 01/05/06  
Lieutenant Date

J. Calicchio 01/05/06  
Sergeant Date

K. Frank 01/05/06  
Sergeant Date

[Signature] 1/23/06  
Lieutenant Date

[Signature] 1-23-06  
Sergeant Date

[Signature] 1-23-06  
Sergeant Date

[Signature] 1/26/06  
Captain Date

[Signature] 1-30-06  
Chief Date

**EXHIBIT 154**



**BURBANK POLICE DEPARTMENT**  
**PROGRESS REVIEW - POLICE OFFICER**

Name: Karagiosian, S. Emp # 11316 Assignment: PATROL

Evaluation Period: 1/12/06 to 5/3/06 Watch 2, Group 3

O Outstanding Performance  
A Above Standard Performance  
S Standard Performance  
I Improvement Needed to Reach Standard  
U Unacceptable  
N/R Not Rated or Applicable

Any one factor rated "T" or "U" will result in an interview with the Division Captain to establish goals for improvement. A "☆" denotes a critical performance area. An "I" or a "U" in a critical performance area shall result in an overall "T" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

1. Written communications and reports	<u>A</u>
2. Oral communications skill	<u>O</u>
3. Investigations	<u>O</u>
☆ 4. Knowledge of codified and case law	<u>A</u>
☆ 5. Field and station procedures	<u>A</u>
☆ 6. Judgment and impartiality	<u>O</u>
☆ 7. Performance under stress	<u>O</u>
8. Public relations	<u>O</u>
9. Court testimony and preparation	<u>N/R</u>
10. Use of technology	<u>A</u>

**WORK HABITS**

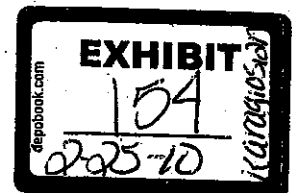
☆ 11. Reliability and dependability	<u>O</u>
12. Equipment maintenance	<u>O</u>
13. Adaptability, flexibility, and acceptance of additional responsibilities	<u>O</u>
☆ 14. Safety practices	<u>O</u>
15. Interpersonal relationships	<u>O</u>
16. Cooperation with supervisors	<u>O</u>
17. Problem solving	<u>A</u>
18. Personal appearance and grooming	<u>O</u>

**INITIATIVE**

☆ 19. Self-initiated activity	<u>O</u>
20. Self-improvement in education/knowledge	<u>O</u>
☆ 21. Ethics and integrity	<u>S</u>

S, I or U

**OVERALL RATING:** O



**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable)

Officer Karagiosian has been with the Burbank Police Department since July of 2004 and is currently assigned to the Uniform Patrol Division. He also has some prior law enforcement experience with the Orange County Sheriff's Department. Officer Karagiosian's performance during this deployment has been at an outstanding level.

Although Officer Karagiosian has only been with the Department for a relatively short time, he functions at the level of a highly motivated officer, with years of experience. He is well rounded, has good beat integrity, and he routinely makes quality arrests. These have included arrests for narcotics violations, receiving stolen property, 10851 VC, burglary, CCW, etc. When handling calls for service, Officer Karagiosian does a thorough job and does not take short cuts. His investigations are complete and his reports are easy to read, requiring only few, if any, corrections. Officer Karagiosian is routinely called upon to assist other officers and detectives with translation of the Armenian language. He was recently commended by one of the Detectives, who stated that Officer Karagiosian has been instrumental in solving crimes committed by Armenian suspects, when only the first names or the monikers of the suspects were known. Officer Karagiosian has been able to obtain information from sources within the Armenian community and use the information to identify outstanding suspects.

During this deployment, Officer Karagiosian sought out training on his own initiative, and attended a one-day "Street Development" class. He then provided related information during roll-call training. He also obtained a "mag-stripe" reader from Glendale PD and approval was obtained to install this device on the W/C's computer. This item will be very helpful when investigating credit card and false identification crimes at the Patrol Bureau level. Officer Karagiosian has a Bachelors Degree in Business Finance, as well as a Masters Degree in International Business. Officer Karagiosian subscribes to the "Law Enforcement Legal Reporter" and receives regular updates. He is a member of the California Narcotics Officers Association and receives monthly periodicals which contain training information and information regarding new trends in narcotics investigations.

Officer Karagiosian gets along well with supervisors and officers alike. He accepts criticism well and he is a valuable "team player." Officer Karagiosian has done an outstanding job during this deployment and his efforts are appreciated by the supervisors on the shift.

**GOAL SETTING:** Officer Karagiosian should apply for a specialized assignment as soon as he is eligible to do so.

**TRAINING RECOMMENDED:** Interview and Interrogation class

**OFFICER'S COMMENTS:**

☐ Additional Comments Attached

*J Karagiosian*  
Officer's Signature

4-21-06

Date

**PREPARED BY:**

R CARUSO 4/20/06

Lieutenant Date

Gunn #7943 4/20/06

Sergeant Date

Sergeant Date

**INTERVIEWED BY:**

R Caruso 4/21/06

Lieutenant Date

*[Signature]* 4/21/06

Sergeant Date

Sergeant Date

**REVIEWED BY:**

*[Signature]* 5/2/06

Captain Date

*[Signature]* 5-9-06

Chief Date

**EXHIBIT 155**

**BURBANK POLICE DEPARTMENT  
PROGRESS REVIEW - POLICE OFFICER**

Name: Officer Steve Karagiosian Emp #: 11316 Assignment: Group 3, Team 5

Evaluation Period: 5/4/2006 to 8/23/2006 Watch: 2

O Outstanding Performance  
A Above Standard Performance  
S Standard Performance  
I Improvement Needed to Reach Standard  
U Unacceptable  
N/R Not Rated or Applicable

Any one factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A '☆' denotes a critical performance area. An "I" or a "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

- |   |     |
|---|-----|
| 1. Written communications and reports   | O   |
| 2. Oral communications skill            | O   |
| 3. Investigations                       | O   |
| ☆ 4. Knowledge of codified and case law | A   |
| ☆ 5. Field and station procedures       | O   |
| ☆ 6. Judgment and impartiality          | O   |
| ☆ 7. Performance under stress           | A   |
| 8. Public relations                     | O   |
| 9. Court testimony and preparation      | N/A |
| 10. Use of technology                   | O   |

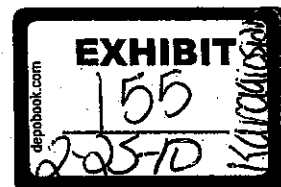
**WORK HABITS**

- |  |   |
|--|---|
| ☆ 11. Reliability and dependability  | O |
| 12. Equipment maintenance  | O |
| 13. Adaptability, flexibility, and acceptance of additional responsibilities | O |
| ☆ 14. Safety practices   | A |
| 15. Interpersonal relationships  | O |
| 16. Cooperation with supervisors   | O |
| 17. Problem solving  | O |
| 18. Personal appearance and grooming   | O |

**INITIATIVE**

- |   |   |
|---|---|
| ☆ 19. Self-initiated activity               | O |
| 20. Self-improvement in education/knowledge | O |
| ☆ 21. Ethics and integrity                  | S |
- (S, I or U)

**OVERALL RATING: O**



X 155

**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable):

Officer Karigiosian has been with the Burbank Police Department since 7-20-04, and had prior experience with the Orange County Sheriff's Department. During this evaluation period, Officer Karigiosian has earned an outstanding rating.

Officer Karigiosian has really made an impression on this department in the relatively short time he has been here. Officer Karigiosian has been complimented by the Captain on numerous occasions for good proactive police work, great observations and excellent arrests. Officer Karigiosian is consistently making arrests for a myriad of offenses which include persons, property and narcotic crimes. His investigations take most of his work to conclusion so there is little or no follow up left for detectives other than filing the cases. I am impressed in observing him interview and obtain information from criminals, getting them to admit to their crimes, or give further information which leads to more arrests or the recovery of stolen property.

Officer Karigiosian is fluent in the Armenian language and uses that skill on a daily basis to develop useful information. Additionally, he is an ambassador to helpless victims that could not communicate with us otherwise. I have personally observed him assist the Armenian Community in anyway he can. Officer Karigiosian is also called upon by our department and surrounding agencies to assist in complex investigations involving the Armenian community.

Officer Karigiosian is constantly wishing to learn about all aspects of his job. He constantly puts in for training and if denied, he will go on his days off at his own expense. During this deployment he attended a 3 day DAR school hosted by the CNOA. Officer Karigiosian is a team player and gets along well with other officers as well as supervisors.

Toward the end of this deployment, the FTO assigned to our group went IOD. Steve has been selected as an Acting FTO for Officer Joshua Kendrick who is in his second month of training. Officer Karigiosian has been completing concise daily reports on Officer Kendrick and is doing a good job showing him how the job is done.

Officer Karigiosian's statistics for this deployment show that he is almost three times above the shift average in observed arrests and FI cards and right at the shift average in hazards. I would like to encourage Officer Karigiosian to keep up the good work and to start setting his sights toward a specialized position.

**GOAL SETTING:**

Specialized position, Detective.

**TRAINING RECOMMENDED:**

Any advanced officer training

**OFFICER'S COMMENTS:**

☐ Additional Comments Attached

*[Signature]* 8-31-06  
Officer's Signature Date

PREPARED BY:		INTERVIEWED BY:		REVIEWED BY:	
J. Calicchio	8-12-06	J. Calicchio	<i>[Signature]</i> 8-17-06	<i>[Signature]</i>	9-1-01
Sergeant	Date	Sergeant	Date	Captain	Date
		K. Frank	<i>[Signature]</i> 8-17-06	<i>[Signature]</i>	9-5-06
Lieutenant	Date	Sergeant	Date	Chief	Date
		O. Rodriguez	<i>[Signature]</i> 8-17-06		
		Lieutenant	Date		

**EXHIBIT 156**

**BURBANK POLICE DEPARTMENT**  
**PROGRESS REVIEW – POLICE OFFICER**

Name: Karagiosian, Steve      Emp #: 11316      Assignment: PATROL

Evaluation Period: 8/24/2006 to 1/24/2006      Watch: Group 4 / Team 8

O	Outstanding Performance
A	Above Standard Performance
S	Standard Performance
I	Improvement Needed to Reach Standard
U	Unacceptable
N/R	Not Rated

Any one factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A '☆' denotes a critical performance area. An "I" or "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

1. Written communications and reports	A
2. Oral communications skill	A
3. Investigations	O
☆ 4. Knowledge of codified and case law	O
☆ 5. Field and station procedures	O
☆ 6. Judgment and impartiality	O
☆ 7. Performance under stress	O
8. Public relations	A
9. Court testimony and preparation	N/R
10. Use of technology	O

**WORK HABITS**

☆ 11. Reliability and dependability	O
12. Equipment maintenance	A
13. Adaptability, flexibility, and acceptance of additional responsibilities	O
☆ 14. Safety practices	A
15. Interpersonal relationships	O
16. Cooperation with supervisors	O
17. Problem solving	A
18. Personal appearance and grooming	O

**INITIATIVE**

☆ 19. Self-initiated activity	O
20. Self-improvement in education/knowledge	O
☆ 21. Ethics and integrity	S

(S, I or U)

**OVERALL RATING: O**

X152





**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable):

Officer Karagiosian is in his third year with this department, having come to this department with four years of experience from Orange County Sheriff's Department. He is rated as "Outstanding" for this deployment period.

Officer Karagiosian's reports are well-written and comprehensive, requiring only occasional, minor corrections. Officer Karagiosian's strong job interest is clearly visible in his report writing. Officer Karagiosian's oral communications are clear and reflect orderly thought processes.

Officer Karagiosian has a solid understanding of field and station procedures. Officer Karagiosian is always on task and focused on doing the right thing. Officer Karagiosian works not only his assigned shift, but also fills shortages for other shifts. Additionally, he takes opportunities to assist other details with investigations. Officer Karagiosian often assists the Investigation Division. As a result, he has gained knowledge and experience in surveillance, investigations, and search warrant service. Officer Karagiosian's enthusiasm, attitude and work ethic for the job sets him apart.

Officer Karagiosian always has a smile on his face. He is eager to learn anything new. He accepts criticism constructively, as an opportunity to learn, which increases his knowledge.

Officer Karagiosian practices good safety habits.

Officer Karagiosian's interaction with the public is direct and sincere. He has been present in situations that are stressful for families, offering alternatives when parties were making poor choices. In these situations, Officer Karagiosian's interpersonal skills made it easy for those involved to accept his advice.

Officer Karagiosian was recently appointed as a Crisis/Hostage Negotiator. Officer Karagiosian has attended several training sessions. His command staff believes he will be as successful a negotiator as he has been in all other areas of his job.

Officer Karagiosian is called on regularly for translation and meets each request with a positive attitude and eagerness to help that is genuine.

There is no doubt that Officer Karagiosian will always perform his duties to the best of his ability. He is able to handle any situation, and is not afraid to request assistance when it is warranted.

It is an absolute pleasure to work with Officer Karagiosian.

**GOAL SETTING:**

Apply for specialty assignments (FTO/Gangs/SED/SRO) and prepare for the next detectives test.

**TRAINING RECOMMENDED:**

Criminal Investigation/Detective school.

**OFFICER'S COMMENTS:**

☐ Additional Comments Attached

D. Lang  
Officer's Signature

01-04-07

Date

PREPARED BY:

INTERVIEWED BY:

REVIEWED BY:

Sergeant

Date

Sergeant

Date

Captain

Date

Sgt. Lewellyn

12-24-06

[Signature]

1/4/07

[Signature]

1/18/07

Lieutenant

Date

Sergeant

Date

Chief

Date

Lt. Rodriguez

12-2-4-06

[Signature]

1-4-07

Lieutenant

Date

**EXHIBIT 157**

**BURBANK POLICE DEPARTMENT  
PROGRESS REVIEW - POLICE OFFICER**

Name: FTO Steve Karagiosian Emp #: 11316 Assignment: Patrol FTO

Evaluation Period: 1/11/2007 to 5/2/2007 Watch: Group 4, Team 9

O Outstanding Performance  
A Above Standard Performance  
S Standard Performance  
I Improvement Needed to Reach Standard  
U Unacceptable  
N/R Not Rated or Applicable

Any one factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A "☆" denotes a critical performance area. An "I" or a "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

1. Written communications and reports	O
2. Oral communications skill	A
3. Investigations	A
☆ 4. Knowledge of codified and case law	O
☆ 5. Field and station procedures	A
☆ 6. Judgment and impartiality	A
☆ 7. Performance under stress	O
8. Public relations	O
9. Court testimony and preparation	N/A
10. Use of technology	O

**WORK HABITS**

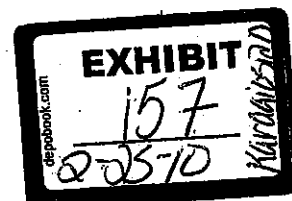
☆ 11. Reliability and dependability	O
12. Equipment maintenance	O
13. Adaptability, flexibility, and acceptance of additional responsibilities	O
☆ 14. Safety practices	O
15. Interpersonal relationships	A
16. Cooperation with supervisors	O
17. Problem solving	O
18. Personal appearance and grooming	O

**INITIATIVE**

☆ 19. Self-initiated activity	O
20. Self-improvement in education/knowledge	O
☆ 21. Ethics and integrity	S

(S, I or U)

**OVERALL RATING: O**



**OVERVIEW:** (Include Officer's strongest areas and areas where improvement is desirable):

Officer Karagiosian has been with the Department since July 2004. He has four years of prior law enforcement experience with the Orange County Sheriff's Department.

Officer Karagiosian was rated, "Outstanding" overall for this deployment period.

Officer Karagiosian participated in the Field Training Officer (FTO) testing process and was selected as a temporary FTO. He has been assigned two different rookie officers since his assignment to the FTO program. Officer Karagiosian has been up to the challenge of being an FTO and continues to embody what is expected of training officers.

Officer Karagiosian's quality of work is outstanding. He writes well thought out reports that require only minor corrections. Officer Karagiosian's investigations are thorough and utilize his better than average knowledge of case and codified law.

Officer Karagiosian should strive to stay grounded and let his excellent work do the talking for him. His quality of work and work ethic will lead to advance into the detective bureau where he will be a solid investigator.

Steve's work habits and initiative are outstanding. He routinely leads the shift in arrests. He can be counted on to take on any additional responsibilities asked of him when working his regular shift, or outside the scope of his normal duties. For example, Officer Karagiosian conducted a presentation for the Community Academy on the topic of the field-training program during this deployment. He also routinely speaks to members of the Armenian Community at church functions, presenting himself and the Department in an exceptional light. Officer Karagiosian also assisted the COPS Unit at several job fair/recruitment events over the last several months.

Officer Karagiosian routinely utilizes his Armenian speaking skills to further investigations and to assist citizens. His ability to speak a foreign language has also given Officer Karagiosian the benefit of becoming involved in several investigations he would not have otherwise had the opportunity to be involved in. Officer Karagiosian has seized these opportunities to learn more advanced investigative techniques.

Officer Karagiosian possesses a Bachelor of Science Degree in Finance and a Master's Degree in International Business. Officer Karagiosian attended FTO school, a search and seizure class, a Miranda and wiretaps class during this deployment. In addition, Officer Karagiosian is trained in Cal Gang data retrieval and entry.

The Executive Command Staff recently selected Officer Karagiosian as the 2007 Burbank Police Officer of the Year. Congratulations!

Officer Karagiosian is a strong achiever with the potential to become a formal leader with the Department. It has been a pleasure to work with Officer Karagiosian during this deployment.

**GOAL SETTING:**

Officer Karagiosian should begin studying for the upcoming detective test so he can better serve the Department and the Community, acting in the role of an investigator in the detective bureau.

**TRAINING RECOMMENDED:**

Officer Karagiosian has attended numerous training courses throughout his time with the Department. Officer Karagiosian should seek out courses, which focus on the advanced facet of various criminal investigations.

**OFFICER'S COMMENTS:**

☐ Additional Comments Attached

*L. Karagiosian* 4-22-07  
Officer's Signature Date

**PREPARED BY:**

C. Losacco  
Sergeant

4/19/07  
Date

**INTERVIEWED BY:**

*C. Losacco*  
Sergeant

4-22-07  
Date

**REVIEWED BY:**

*C. Losacco*  
Captain

5/3/07  
Date

Lieutenant

Date

Sergeant

Date

Chief

Date

*Jon A. Murphy*  
Lieutenant

4-22-07  
Date

**BURBANK POLICE DEPARTMENT**  
**PROGRESS REVIEW – SPECIALTY ASSIGNMENTS ADDENDUM**

Name: Steve Karagiosian Emp # 11316 Assignment: Patrol - FTO  
Evaluation Period: 1/11/2007 to 5/2/2007 Watch Group 4, Team 9

**AERO BUREAU ASSIGNMENT (#24 – A, O, or PIP required)**

- |                              |   |           |
|------------------------------|---|-----------|
| ☆ 22. Flight operations      | — | S or U    |
| ☆ 23. Pre/post flight duties | — | S, I or U |
| ☆ 24. Tactical deployment    | — |           |

**FIELD TRAINING OFFICER ASSIGNMENT (A, O, or PIP required)**

- ☆ 25. Training ability 0

**INVESTIGATIVE ASSIGNMENTS (A, O, or PIP required)**

- |   |   |
|---|---|
| ☆ 26. Case preparation and management       | — |
| ☆ 27. Interviews and interrogations         | — |
| ☆ 28. Proper use of investigative resources | — |

**K-9 ASSIGNMENT (A, O, or PIP required)**

- |   |   |
|---|---|
| ☆ 29. K-9 Job knowledge and tactical judgment | — |
| ☆ 30. K-9 Maintenance                         | — |
| ☆ 31. K-9 Training                            | — |

⊙ = Rating to be assessed by K-9 Coordinator

**SCHOOL RESOURCE OFFICER ASSIGNMENT**

- |   |   |
|---|---|
| ☆ 8. Public relations (global category 8) | — |
|---|---|

**TRAFFIC OFFICER ASSIGNMENT (A, O, or PIP required)**

- |   |   |
|---|---|
| ☆ 32. Traffic officer job knowledge, judgment | — |
| ☆ 33. Motor officer equipment maintenance     | — |
| ☆ 34. Motor officer proficiency and training  | — |

Employee Comments:

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Employee Signature: *Stacy*

Date: 4-22-07

**EXHIBIT 158**



\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E20090926000-09

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(415) 879-4325

ADDRESS

C/O RHEUBAN & GRESIN, 1980 S. BUNDY DR., STE. 540

COUNTY

LOS ANGELES

COUNTY CODE

037

CITY/STATE/ZIP

LOS ANGELES, CA 90023

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

RYBURN, DARIN

TELEPHONE NUMBER (Include Area Code)

(415) 236-3000

ADDRESS

200 N. THIRD STREET

COUNTY

COUNTY CODE

CITY/STATE/ZIP

BURBANK, CA 91502

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

09

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

<input type="checkbox"/> termination	<input type="checkbox"/> denial of employment	<input type="checkbox"/> denial of family or medical leave
<input type="checkbox"/> job of	<input checked="" type="checkbox"/> denial of promotion	<input type="checkbox"/> denial of pregnancy leave
<input checked="" type="checkbox"/> demotion	<input type="checkbox"/> denial of transfer	<input type="checkbox"/> denial of equal pay
<input checked="" type="checkbox"/> harassment	<input type="checkbox"/> denial of accommodation	<input type="checkbox"/> denial of right to wear pants
<input type="checkbox"/> genetic characteristics testing	<input checked="" type="checkbox"/> failure to prevent discrimination or retaliation	<input type="checkbox"/> denial of pregnancy accommodation
<input type="checkbox"/> constructive discharge (forced to quit)	<input type="checkbox"/> retaliation	
<input type="checkbox"/> impermissible non-job-related inquiry	<input checked="" type="checkbox"/> other (specify) <u>Retaliation, Hostile Work Environment</u>	

by RYBURN, DARIN

SERGEANT

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex ☒ national origin/ancestry  
☐ age ☐ marital status  
☐ religion ☐ sexual orientation  
☒ race/color ☐ association

☐ disability (physical or mental) ☒ retaliation for engaging in protected  
activity or requesting a protected  
leave or accommodation  
☐ medical condition (cancer or  
genetic characteristic)  
☐ other (specify) \_\_\_\_\_

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 600 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Exacted Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated as my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

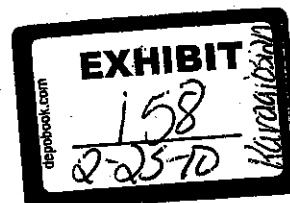
DATE FILED: 05/27/2009

DFEH-300-030 (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0811

X158



\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E2360309-002-08

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310) 979-9335

ADDRESS

C/O RHEUBAN & GRESEN, 1990 S. BUNDY DR., STE. 540

CITY/STATE/ZIP

LOS ANGELES, CA 90025

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

KENDRICK, AARON

TELEPHONE NUMBER (Include Area Code)

(818) 235-3490

ADDRESS

200 N. THIRD STREET

COUNTY

COUNTY CODE

CITY/STATE/ZIP

BURBANK, CA 91502

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

08

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

termination

laid off

☒ demotion

☒ harassment

genetic characteristics testing

constructive discharge (forced to quit)

impermissible non-job-related inquiry

denial of employment

☒ denial of promotion

denial of transfer

denial of accommodation

☒ failure to prevent discrimination or retaliation

retaliation

☒ other (specify) Retaliation, threats with Employment

denial of family or medical leave

denial of pregnancy leave

denial of equal pay

denial of right to wear pants

denial of pregnancy accommodation

by KENDRICK, AARON

FIELD TRAINING OFFICER

because of:

Name of Person

sex

age

religion

☒ race/color

☒ national origin/ancestry

marital status

sexual orientation

association

Job Title (supervisor/manager/personnel director, etc.)

disability (physical or mental)

medical condition (cancer or

genetic characteristic

other (specify)

☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct, of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 06/27/2009

DFEH-300-030 (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0807

158-2

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E20810096009-07

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310) 979-4325

ADDRESS

C/O RHEUBAN & GRESIN, 1990 S. BUNDY DR., STE. 540

COUNTY

COUNTY CODE

CITY/STATE/ZIP

LOS ANGELES, CA 90025

LOS ANGELES

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

PARRINELLO, MIKE

TELEPHONE NUMBER (Include Area Code)

(818) 258-3000

ADDRESS

200 N. THIRD STREET

COUNTY

COUNTY CODE

CITY/STATE/ZIP

BURBANK, CA 91502

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

RESPONDENT CODE

05/27/2009

07

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

☐ termination

☐ laid off

☒ demotion

☒ harassment

☐ genetic characteristics testing

☐ constructive discharge (forced to quit)

☐ impermissible non-job-related inquiry

☐ denial of employment

☒ denial of promotion

☐ denial of transfer

☐ denial of accommodation

☒ failure to prevent discrimination or retaliation

☐ retaliation

☒ other (specify) Retaliation, Harassment, Work Environment

☐ denial of family or medical leave

☐ denial of pregnancy leave

☐ denial of equal pay

☐ denial of right to wear pants

☐ denial of pregnancy accommodation

by PARRINELLO, MIKE

DETECTIVE

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex

☐ age

☐ religion

☒ race/color

☒ national origin/ancestry

☐ marital status

☐ sexual orientation

☐ association

☐ disability (physical or mental)

☐ medical condition (cancer or

generic characteristic)

☐ other (specify)

☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 90 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-300-03a (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0803

158-3

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # EX0000000000-06

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (Include Area Code)

(310)979-0325

ADDRESS

C/O RHEUBAN & GRESER, 1990 S. BUNDY DR., STE. 540

CITY/STATE/ZIP

LOS ANGELES, CA 90025

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

LYNCH, PAT

TELEPHONE NUMBER (Include Area Code)

(818)266-3400

ADDRESS

200 N. THIRD STREET

DFEH USE ONLY

CITY/STATE/ZIP

BURBANK, CA 91502

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

06

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

<input type="checkbox"/> termination	<input type="checkbox"/> denial of employment	<input type="checkbox"/> denial of seniority or medical leave
<input type="checkbox"/> laid off	<input checked="" type="checkbox"/> denial of promotion	<input type="checkbox"/> denial of pregnancy leave
<input checked="" type="checkbox"/> demotion	<input type="checkbox"/> denial of transfer	<input type="checkbox"/> denial of equal pay
<input checked="" type="checkbox"/> harassment	<input type="checkbox"/> denial of accommodation	<input type="checkbox"/> denial of right to wear pants
<input type="checkbox"/> genetic characteristics testing	<input checked="" type="checkbox"/> failure to prevent discrimination or retaliation	<input type="checkbox"/> denial of pregnancy accommodation
<input type="checkbox"/> constructive discharge (forced to quit)	<input type="checkbox"/> retaliation	
<input type="checkbox"/> impermissible non-job-related inquiry	<input checked="" type="checkbox"/> other (specify): <u>Retaliation, Hostile Work Environment</u>	

by LYNCH, PAT

CAPTAIN

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

<input type="checkbox"/> sex	<input checked="" type="checkbox"/> national origin/ancestry	<input type="checkbox"/> disability (physical or mental)	<input checked="" type="checkbox"/> retaliation for engaging in protected activity or requesting a protected leave or accommodation
<input type="checkbox"/> age	<input type="checkbox"/> marital status	<input type="checkbox"/> medical condition (cancer or genetic characteristic)	
<input type="checkbox"/> religion	<input type="checkbox"/> sexual orientation	<input type="checkbox"/> other (specify)	
<input checked="" type="checkbox"/> race/color	<input type="checkbox"/> association		

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I wish a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-300-03a (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0799

158-4

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # ED000970009-05

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310)979-0325

ADDRESS

C/O RHEUBAN & GRESEN, 1990 S. BUNDY DR., STE. 540

CITY/STATE/ZIP

LOS ANGELES, CA 90025

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

FRANK, KELLY

TELEPHONE NUMBER (Include Area Code)

(618)238-3000

ADDRESS

200 N. THIRD STREET

DFEH USE ONLY

CITY/STATE/ZIP

BURBANK, CA 91502

COUNTY

COUNTY CODE

NO OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

05

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

☐ termination

☐ laid off

☒ demotion

☒ harassment

☐ genetic characteristics testing

☐ constructive discharge (forced to quit)

☐ impermissible non-job-related inquiry

☐ denial of employment

☒ denial of promotion

☐ denial of transfer

☐ denial of accommodation

☒ failure to prevent discrimination or retaliation

☐ retaliation

☒ other (specify) Retaliation, hostile work environment

☐ denial of family or medical leave

☐ denial of pregnancy leave

☐ denial of equal pay

☐ denial of right to wear pants

☐ denial of pregnancy accommodation

by FRANK, KELLY

SERGEANT

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex

☐ age

☐ religion

☒ race/color

☒ national origin/ancestry

☐ marital status

☐ sexual orientation

☐ association

☐ disability (physical or mental)

☐ medical condition (cancer or

genetic characteristics)

☐ other (specify)

☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I wait a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-300-03a (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0795

158-5

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # 630090010009-04  
DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310) 979-0425

ADDRESS

C/O RHEUBAN & GRESIN, 1990 S. BUNDY DR., STE. 540

CITY/STATE/ZIP

LOS ANGELES, CA 90025

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

YADON, DAN

TELEPHONE NUMBER (Include Area Code)

(818) 233-3000

ADDRESS

200 N. THIRD STREET

CITY/STATE/ZIP

BURBANK, CA 91502

COUNTY

COUNTY CODE

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

04

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

☐ termination

☐ laid off

☒ demotion

☒ harassment

☐ genetic characteristics leading

☐ constructive discharge (forced to quit)

☐ impermissible non-job-related inquiry

☐ denial of employment

☒ denial of promotion

☐ denial of transfer

☐ denial of accommodation

☒ failure to prevent discrimination or retaliation

☐ retaliation

☒ other (specify) Retaliation, Hostile Work Environment

☐ denial of family or medical leave

☐ denial of pregnancy leave

☐ denial of equal pay

☐ denial of right to wear pants

☐ denial of pregnancy accommodation

by YADON, DAN

SERGEANT

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

because of:

☐ sex

☐ age

☐ religion

☒ race/color

☒ national origin/ancestry

☐ marital status

☐ sexual orientation

☐ association

☐ disability (physical or mental)

☐ medical condition (cancer or

genetic characteristic)

☐ other (specify)

☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct to my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated: 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-300-09c (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0791

158-6

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # EP3000916000-03

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310) 979-0325

ADDRESS

C/O RHEUBAN & GRESSEN, 1990 S. BUNDY DR., STE. 540

COUNTY

LOS ANGELES

COUNTY CODE

037

CITY/STATE/ZIP

LOS ANGELES, CA 90026

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

PUGLISI, JAMIE "J.J."

TELEPHONE NUMBER (Include Area Code)

(818) 288-3800

ADDRESS

200 N. THIRD STREET

COUNTY

COUNTY CODE

CITY/STATE/ZIP

BURBANK, CA 91502

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

03

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

☐ termination

☐ laid off

☒ demotion

☒ harassment

☐ genetic characteristics testing

☐ constructive discharge (forced to quit)

☐ impermissible non-job-related inquiry

☐ denial of employment

☒ denial of promotion

☐ denial of transfer

☐ denial of accommodation

☒ failure to prevent discrimination or retaliation

☐ retaliation

☒ other (specify) Retaliation, Hostile Work Environment

☐ denial of family or medical leave

☐ denial of pregnancy leave

☐ denial of equal pay

☐ denial of right to wear pants

☐ denial of pregnancy accommodation

by PUGLISI, JAMIE "J.J."

LIEUTENANT

because of:

Name of Person

Job Title (supervisor/manager/personnel director)

☐ sex

☐ age

☐ religion

☒ race/color

☒ national origin/ancestry

☐ marital status

☐ sexual orientation

☐ association

☐ disability (physical or mental)

☐ medical condition (cancer or

genetic characteristic

other (specify)

☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I wait a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-300-03a (02/06)

DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0787

158-7

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E20000926000-09  
DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING  
YOUR NAME (Indicate Mr. or Ms.) KARAGIOSIAN, STEVE  
TELEPHONE NUMBER (INCLUDE AREA CODE) (818) 979-4325

ADDRESS C/O RHEUBAN & GRIEN, 1990 S. BUNDY DR., STE. 540  
CITY/STATE/ZIP LOS ANGELES, CA 90025  
COUNTY LOS ANGELES COUNTY CODE 037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME RYBURN, DARIN  
TELEPHONE NUMBER (Include Area Code) (818) 238-1000  
DFEH USE ONLY

ADDRESS 200 N. THIRD STREET  
CITY/STATE/ZIP BURBANK, CA 91502  
COUNTY LOS ANGELES COUNTY CODE 037

NO. OF EMPLOYEES/MEMBERS (if known) 05/27/2009 DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year) 09 RESPONDENT CODE

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> termination                             | <input type="checkbox"/> denial of employment  | <input type="checkbox"/> denial of family or medical leave |
| <input type="checkbox"/> laid off                                | <input checked="" type="checkbox"/> denial of promotion  | <input type="checkbox"/> denial of pregnancy leave         |
| <input checked="" type="checkbox"/> demotion                     | <input type="checkbox"/> denial of transfer  | <input type="checkbox"/> denial of equal pay               |
| <input checked="" type="checkbox"/> harassment                   | <input type="checkbox"/> denial of accommodation   | <input type="checkbox"/> denial of right to wear pants     |
| <input type="checkbox"/> genetic characteristics testing         | <input checked="" type="checkbox"/> failure to prevent discrimination or retaliation             | <input type="checkbox"/> denial of pregnancy accommodation |
| <input type="checkbox"/> constructive discharge (forced to quit) | <input type="checkbox"/> retaliation   |  |
| <input type="checkbox"/> impermissible non-job-related inquiry   | <input checked="" type="checkbox"/> other (specify) <u>Retaliation, Hostile Work Environment</u> |  |

by RYBURN, DARIN SERGEANT  
Name of Person Job Title (supervisor/manager/personnel director/etc.)  
because of: ☐ sex ☒ national origin/ancestry ☐ disability (physical or mental) ☒ retaliation for engaging in protected activity or requesting a protected leave or accommodation  
☐ age ☐ marital status ☐ medical condition (cancer or genetic characteristic)  
☐ religion ☐ sexual orientation ☐ other (specify) Retaliation, Hostile Work Environment  
☒ race/color ☐ association

State of what you believe to be the reason(s) for discrimination  
RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I wish a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated as my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED 05/27/2009

DFEH-300-030 (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0811

158-8



\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E2300184(009-03)  
DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)  
(310) 979-0355

ADDRESS

C/O RHEUBAN & GRESIN, 1990 S. BUNDY DR., STE. 540

CITY/STATE/ZIP

LOS ANGELES, CA, 90025

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

KENDRICK, AARON

TELEPHONE NUMBER (Include Area Code)  
(818) 235-3890

ADDRESS

200 N. THIRD STREET

CITY/STATE/ZIP

BURBANK, CA 91502

COUNTY

COUNTY CODE

NO OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

08

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

<input type="checkbox"/> termination	<input type="checkbox"/> denial of employment	<input type="checkbox"/> denial of family or medical leave
<input type="checkbox"/> laid off	<input checked="" type="checkbox"/> denial of promotion	<input type="checkbox"/> denial of pregnancy leave
<input checked="" type="checkbox"/> demotion	<input type="checkbox"/> denial of transfer	<input type="checkbox"/> denial of equal pay
<input checked="" type="checkbox"/> harassment	<input type="checkbox"/> denial of accommodation	<input type="checkbox"/> denial of right to wear pants
<input type="checkbox"/> genetic characteristics testing	<input checked="" type="checkbox"/> failure to prevent discrimination or retaliation	<input type="checkbox"/> denial of pregnancy accommodation
<input type="checkbox"/> constructive discharge (forced to quit)	<input type="checkbox"/> retaliation	
<input type="checkbox"/> impermissible non-job-related inquiry	<input checked="" type="checkbox"/> other (specify) <u>Retaliation, Harassment, Equal Pay</u>	

by KENDRICK, AARON

FIELD TRAINING OFFICER

because of:

Name of Person

Job Title (supervisor/manager/personnel director, etc.)

<input type="checkbox"/> sex	<input checked="" type="checkbox"/> national origin/ancestry
<input type="checkbox"/> age	<input type="checkbox"/> marital status
<input type="checkbox"/> religion	<input type="checkbox"/> sexual orientation
<input checked="" type="checkbox"/> race/color	<input type="checkbox"/> association

<input type="checkbox"/> disability (physical or mental)	<input checked="" type="checkbox"/> retaliation for engaging in protected activity or requesting a protected leave or accommodation
<input type="checkbox"/> medical condition (cancer or genetic characteristic)	
<input type="checkbox"/> other (specify)	

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 90 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-300-030 (02/06)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0807

158-9

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # **E20040096009-07**

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

**KARAGIOSIAN, STEVE**

TELEPHONE NUMBER (INCLUDE AREA CODE)

**(310)979-4325**

ADDRESS

**C/O RHEUBAN & GRESEN, 1990 S. BUNDY DR., STE. 540**

COUNTY

COUNTY CODE

CITY/STATE/ZIP

**LOS ANGELES, CA, 90025**

**LOS ANGELES**

**037**

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

**PARRINELLO, MIKE**

TELEPHONE NUMBER (Include Area Code)

**(818)238-3000**

ADDRESS

**200 N. THIRD STREET**

COUNTY

COUNTY CODE

CITY/STATE/ZIP

**BURBANK, CA 91502**

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

RESPONDENT CODE

**05/27/2009**

**07**

THE PARTICULARS ARE:

I allege that on about or before  
**05/27/2009**, the following  
conduct occurred:

☐ termination

☐ laid off

☒ demotion

☒ harassment

☐ genetic characteristics testing

☐ constructive discharge (forced to quit)

☐ impermissible non-job-related inquiry

☐ denial of employment

☒ denial of promotion

☐ denial of transfer

☐ denial of accommodation

☒ failure to prevent discrimination or retaliation

☐ retaliation

☒ other (specify) **Retaliation, Health Work Environment**

☐ denial of family or medical leave

☐ denial of pregnancy leave

☐ denial of equal pay

☐ denial of right to wear pants

☐ denial of pregnancy accommodation

by **PARRINELLO, MIKE**

**DETECTIVE**

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex

☐ age

☐ religion

☒ race/color

☒ national origin/ancestry

☐ marital status

☐ sexual orientation

☐ association

☐ disability (physical or mental)

☐ medical condition (cancer or

genetic characteristic)

☐ other (specify)

☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 90 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated **05/27/2009**

At **Los Angeles**

DATE FILED: **05/27/2009**

DFEH-300-030 (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0803

158-10

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E0088095000-06

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310) 979-0325

ADDRESS

C/O RHEUBAN & GRESIN, 1990 S. BUNDY DR., STE. 540

COUNTY

LOS ANGELES

COUNTY CODE

037

CITY/STATE/ZIP

LOS ANGELES, CA, 90025

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

LYNCH, PAT

TELEPHONE NUMBER (Include Area Code)

(818) 298-3400

ADDRESS

300 N. THIRD STREET

COUNTY

COUNTY CODE

CITY/STATE/ZIP

BURBANK, CA 91502

NO. OF EMPLOYEES/MEMBERS (If known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

06

RESPONDENT CODE

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

termination

laid off

☒ demotion

☒ harassment

genetic characteristics testing

constructive discharge (forced to quit)

impermissible non-job-related inquiry

denial of employment

☒ denial of promotion

denial of transfer

denial of accommodation

☒ failure to prevent discrimination or retaliation

retaliation

☒ other (specify) Retaliation, Needle Work Environment

denial of family or medical leave

denial of pregnancy leave

denial of equal pay

denial of right to wear pants

denial of pregnancy accommodation

by LYNCH, PAT

CAPTAIN

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

sex

age

religion

☒ race/color

☒ national origin/ancestry

marital status

sexual orientation

association

disability (physical or mental)

medical condition (cancer or

genetic characteristic)

other (specify)

☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I write a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-300-03a (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0799

158-11

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E20080916009-05  
DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310)979-0825

ADDRESS

C/O RHEUBAN & GRESSEN, 1990 S. BUNDY DR., STE. 540

CITY/STATE/ZIP

LOS ANGELES, CA, 90025

COUNTY

LOS ANGELES

COUNTY CODE

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

FRANK, KELLY

TELEPHONE NUMBER (Include Area Code)

(618)238-3000

ADDRESS

200 N. THIRD STREET

DFEH USE ONLY

CITY/STATE/ZIP

BURBANK, CA 91502

COUNTY

COUNTY CODE

NO OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

05

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> termination                             | <input type="checkbox"/> denial of employment  | <input type="checkbox"/> denial of family or medical leave |
| <input type="checkbox"/> lay off                                 | <input checked="" type="checkbox"/> denial of promotion  | <input type="checkbox"/> denial of pregnancy leave         |
| <input checked="" type="checkbox"/> demotion                     | <input type="checkbox"/> denial of transfer  | <input type="checkbox"/> denial of equal pay               |
| <input checked="" type="checkbox"/> harassment                   | <input type="checkbox"/> denial of accommodation   | <input type="checkbox"/> denial of right to wear pants     |
| <input type="checkbox"/> genetic characteristics testing         | <input checked="" type="checkbox"/> failure to prevent discrimination or retaliation             | <input type="checkbox"/> denial of pregnancy accommodation |
| <input type="checkbox"/> constructive discharge (forced to quit) | <input type="checkbox"/> retaliation   |  |
| <input type="checkbox"/> impermissible non-job-related inquiry   | <input checked="" type="checkbox"/> other (specify) <u>Retaliation, Hostile Work Environment</u> |  |

by FRANK, KELLY

SERGEANT

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

- |  |  |   |   |
|--|--|---|---|
| <input type="checkbox"/> sex                   | <input checked="" type="checkbox"/> national origin/ancestry | <input type="checkbox"/> disability (physical or mental)                      | <input checked="" type="checkbox"/> retaliation for engaging in protected activity or requesting a protected leave or accommodation |
| <input type="checkbox"/> age                   | <input type="checkbox"/> marital status                      | <input type="checkbox"/> medical condition (cancer or genetic characteristic) |   |
| <input type="checkbox"/> religion              | <input type="checkbox"/> sexual orientation                  | <input type="checkbox"/> other (specify)                                      |   |
| <input checked="" type="checkbox"/> race/color | <input type="checkbox"/> association                         |   |   |

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I wait a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-300-03a (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0795

158-12

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E00000916000-04  
DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.) KARAGIOSIAN, STEVE  
ADDRESS C/O RHEUBAN & GRESIN, 1990 S. BUNDY DR., STE. 540  
CITY/STATE/ZIP LOS ANGELES, CA, 90025  
COUNTY LOS ANGELES  
COUNTY CODE 037  
TELEPHONE NUMBER (INCLUDE AREA CODE) (310) 979-0325

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:  
NAME YADON, DAN  
ADDRESS 200 N. THIRD STREET  
CITY/STATE/ZIP BURBANK, CA 91502  
COUNTY  
COUNTY CODE  
TELEPHONE NUMBER (Include Area Code) (818) 233-3900  
DFEH USE ONLY

NO. OF EMPLOYEES/MEMBERS (if known) DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year) 05/27/2009  
RESPONDENT CODE 04

THE PARTICULARS ARE  
I allege that on about or before  
05/27/2009, the following  
conduct occurred:

<input type="checkbox"/> termination	<input type="checkbox"/> denial of employment	<input type="checkbox"/> denial of family or medical leave
<input type="checkbox"/> laid off	<input checked="" type="checkbox"/> denial of promotion	<input type="checkbox"/> denial of pregnancy leave
<input checked="" type="checkbox"/> demotion	<input type="checkbox"/> denial of transfer	<input type="checkbox"/> denial of equal pay
<input checked="" type="checkbox"/> harassment	<input type="checkbox"/> denial of accommodation	<input type="checkbox"/> denial of right to wear pants
<input type="checkbox"/> genetic characteristics testing	<input checked="" type="checkbox"/> failure to prevent discrimination or retaliation	<input type="checkbox"/> denial of pregnancy accommodation
<input type="checkbox"/> constructive discharge (forced to quit)	<input type="checkbox"/> retaliation	
<input type="checkbox"/> impermissible non-job-related inquiry	<input checked="" type="checkbox"/> other (specify) Retaliation, Hostile Work Environment	

by YADON, DAN

SERGEANT

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

☐ sex  
☐ age  
☐ religion  
☒ race/color

☒ national origin/ancestry  
☐ marital status  
☐ sexual orientation  
☐ association

☐ disability (physical or mental)  
☐ medical condition (cancer or  
genetic characteristic)  
☐ other (specify)

☒ retaliation for engaging in protected  
activity or requesting a protected  
leave or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-300-03a (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0791

158-13

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # ED0000015000-03

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (indicate Mr. or Ms.)

KARAGHOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(909) 979-0925

ADDRESS

C/O RHEUBAN & GRESER, 1990 S. BUNDY DR., STE. 540

COUNTY

LOS ANGELES

COUNTY CODE

037

CITY/STATE/ZIP

LOS ANGELES, CA, 90025

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

PUGLISI, JAMIE "J.J."

TELEPHONE NUMBER (include Area Code)

(919) 288-0000

ADDRESS

200 N. THIRD STREET

COUNTY

COUNTY CODE

CITY/STATE/ZIP

BURBANK, CA 91502

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

03

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> termination                             | <input type="checkbox"/> denial of employment  | <input type="checkbox"/> denial of family or medical leave |
| <input type="checkbox"/> laid off                                | <input checked="" type="checkbox"/> denial of promotion  | <input type="checkbox"/> denial of pregnancy leave         |
| <input checked="" type="checkbox"/> demotion                     | <input type="checkbox"/> denial of transfer  | <input type="checkbox"/> denial of equal pay               |
| <input checked="" type="checkbox"/> harassment                   | <input type="checkbox"/> denial of accommodation   | <input type="checkbox"/> denial of right to wear pants     |
| <input type="checkbox"/> genetic characteristics testing         | <input checked="" type="checkbox"/> failure to prevent discrimination or retaliation             | <input type="checkbox"/> denial of pregnancy accommodation |
| <input type="checkbox"/> constructive discharge (forced to quit) | <input type="checkbox"/> retaliation   |  |
| <input type="checkbox"/> impermissible non-job-related inquiry   | <input checked="" type="checkbox"/> other (specify) <u>Retaliation, Hostile Work Environment</u> |  |

by PUGLISI, JAMIE "J.J."

LIEUTENANT

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

- |  |  |
|--|--|
| <input type="checkbox"/> sex                   | <input checked="" type="checkbox"/> national origin/ancestry |
| <input type="checkbox"/> age                   | <input type="checkbox"/> marital status                      |
| <input type="checkbox"/> religion              | <input type="checkbox"/> sexual orientation                  |
| <input checked="" type="checkbox"/> race/color | <input type="checkbox"/> association                         |

- |   |  |
|---|--|
| <input type="checkbox"/> disability (physical or mental)                      | <input type="checkbox"/> retaliation for engaging in protected activity or requesting a protected leave or accommodation |
| <input type="checkbox"/> medical condition (cancer or genetic characteristic) |  |
| <input type="checkbox"/> other (specify)                                      |  |

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint, I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-200-03a (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0787

158-14

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # **E31009925000-02**

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

**KARAGIOSIAN, STEVE**

TELEPHONE NUMBER (INCLUDE AREA CODE)

**(310) 979-0325**

ADDRESS

**C/O RHEUBAN & GRESIN, 1990 S. BUNDY DR., STE. 540**

COUNTY

**LOS ANGELES**

COUNTY CODE

**037**

CITY/STATE/ZIP

**LOS ANGELES, CA 90025**

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

**SCHILF, KERRY**

TELEPHONE NUMBER (Include Area Code)

**(415) 235-3000**

DFEH USE ONLY

ADDRESS

**208 N. THIRD STREET**

COUNTY

COUNTY CODE

CITY/STATE/ZIP

**BURBANK, CA 91502**

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

**05/27/2009**

RESPONDENT CODE

**02**

THE PARTICULARS ARE:

I allege that on about or before  
**05/27/2009**, the following  
conduct occurred:

\_\_\_ termination

\_\_\_ laid off

☒ demotion

☒ harassment

\_\_\_ genetic characteristics testing

\_\_\_ constructive discharge (forced to quit)

\_\_\_ impermissible non-job-related inquiry

\_\_\_ denial of employment

☒ denial of promotion

\_\_\_ denial of transfer

\_\_\_ denial of accommodation

☒ failure to prevent discrimination or retaliation

\_\_\_ retaliation

☒ other (specify) Retaliation, hostile work environment

\_\_\_ denial of family or medical leave

\_\_\_ denial of pregnancy leave

\_\_\_ denial of equal pay

\_\_\_ denial of right to wear pants

\_\_\_ denial of pregnancy accommodation

by **SCHILF, KERRY**

FIELD TRAINING OFFICER

because of:

Name of Person

\_\_\_ race

\_\_\_ age

\_\_\_ religion

☒ race/color

☒ national origin/ancestry

\_\_\_ marital status

\_\_\_ sexual orientation

\_\_\_ association

Job Title (supervisor/manager/personnel director)

\_\_\_ disability (physical or mental)

\_\_\_ medical condition (cancer or

genetic characteristic)

\_\_\_ other (specify) \_\_\_\_\_

☒ retaliation for engaging in protected

activity or exercising a protected

right or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation. I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated **05/27/2009**

At **Los Angeles**

DATE FILED: **05/27/2009**

DFEH-300-030 (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0783

158-15

\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH #

E2005090009-01

DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310)979-0325

ADDRESS

C/O RHEUBAN & GRESIN, 1990 S. BUNDY DR., STE. 540

COUNTY

LOS ANGELES

COUNTY CODE

037

CITY/STATE/ZIP

LOS ANGELES, CA, 90025

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

STEHR, TIM

TELEPHONE NUMBER (Include Area Code)

(818)238-3400

ADDRESS

200 N. THIRD STREET

COUNTY

COUNTY CODE

CITY/STATE/ZIP

BURBANK, CA 91502

NO. OF EMPLOYEES/MEMBERS (If known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

05/27/2009

RESPONDENT CODE

01

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

\_\_\_ termination

\_\_\_ laid off

☒ demotion

☒ harassment

\_\_\_ genetic characteristics testing

\_\_\_ constructive discharge (forced to quit)

\_\_\_ impermissible non-job-related inquiry

\_\_\_ denial of employment

☒ denial of promotion

\_\_\_ denial of transfer

\_\_\_ denial of accommodation

☒ failure to prevent discrimination or retaliation

\_\_\_ retaliation

☒ other (specify) Retaliation, Hostile Work Environment

\_\_\_ denial of entry or medical leave

\_\_\_ denial of pregnancy leave

\_\_\_ denial of equal pay

\_\_\_ denial of right to wear pants

\_\_\_ denial of pregnancy accommodation

by STEHR, TIM

CHIEF OF POLICE

because of:

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

\_\_\_ sex

\_\_\_ age

\_\_\_ religion

☒ race/color

☒ national origin/ancestry

\_\_\_ marital status

\_\_\_ sexual orientation

\_\_\_ association

\_\_\_ disability (physical or mental)

\_\_\_ medical condition (cancer or

\_\_\_ genetic characteristic

\_\_\_ other (specify)

☒ retaliation for engaging in protected

activity or requesting a protected

leave or accommodation

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-see. I understand that if I write a federal notice of right-to-see, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elected Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct of my own knowledge except as to matters stated on any information not relied, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-200-03a (02/08)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0779

158-16



\*\*\* EMPLOYMENT \*\*\*

COMPLAINT OF DISCRIMINATION UNDER  
THE PROVISIONS OF THE CALIFORNIA  
FAIR EMPLOYMENT AND HOUSING ACT

DFEH # E20000976000-00  
DFEH USE ONLY

CALIFORNIA DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

YOUR NAME (Indicate Mr. or Ms.)

KARAGIOSIAN, STEVE

TELEPHONE NUMBER (INCLUDE AREA CODE)

(310)979-0325

ADDRESS

C/O RHEUBAN & GRESER, 1990 S. BUNDY DR., STE. 540

COUNTY

COUNTY CODE

CITY/STATE/ZIP

LOS ANGELES, CA 90025

LOS ANGELES

037

NAMED IS THE EMPLOYER, PERSON, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, OR STATE OR LOCAL GOVERNMENT AGENCY WHO  
DISCRIMINATED AGAINST ME:

NAME

CITY OF BURBANK / BURBANK POLICE DEPARTMENT

TELEPHONE NUMBER (Include Area Code)

(818)228-3900

ADDRESS

200 N. THIRD STREET

DFEH USE ONLY

CITY/STATE/ZIP

BURBANK, CA 91502

COUNTY

LOS ANGELES

COUNTY CODE

037

NO. OF EMPLOYEES/MEMBERS (if known)

DATE MOST RECENT OR CONTINUING DISCRIMINATION  
TOOK PLACE (month, day, and year)

RESPONDENT CODE

05/27/2009

00

THE PARTICULARS ARE:

I allege that on about or before  
05/27/2009, the following  
conduct occurred:

☐ termination

☐ denial of employment

☐ denial of family or medical leave

☐ laid off

☒ denial of promotion

☐ denial of pregnancy leave

☒ demotion

☐ denial of transfer

☐ denial of equal pay

☒ harassment

☐ denial of accommodation

☐ denial of right to wear pants

☐ generic characteristics leading

☒ failure to prevent discrimination or retaliation

☐ denial of pregnancy accommodation

☐ constructive discharge (forced to quit)

☐ retaliation

☐ impermissible non-job-related inquiry

☒ other (specify) Retaliation, Hostile Work Environment

by CITY OF BURBANK / BURBANK POLICE DEPARTMENT

Name of Person

Job Title (supervisor/manager/personnel director/etc.)

because of:

☐ sex

☒ national origin/ancestry

☐ disability (physical or mental)

☒ retaliation for engaging in protected

☐ age

☐ marital status

☐ medical condition (cancer or

activity or requesting a protected

☐ religion

☐ sexual orientation

generic characteristic

leave or accommodation

☒ race/color

☐ association

other (specify)

State of what you  
believe to be the  
reason(s) for  
discrimination

RACE/COLOR, NATIONAL ORIGIN, ANCESTRY, AND RETALIATION FOR ENGAGING IN PROTECTED ACTIVITIES

I wish to pursue this matter in court. I hereby request that the Department of Fair Employment and Housing provide a right-to-sue. I understand that if I want a federal notice of right-to-sue, I must visit the U.S. Equal Employment Opportunity Commission (EEOC) to file a complaint within 30 days of receipt of the DFEH "Notice of Case Closure," or within 300 days of the alleged discriminatory act, whichever is earlier.

I have not been coerced into making this request, nor do I make it based on fear of retaliation if I do not do so. I understand it is the Department of Fair Employment and Housing's policy to not process or reopen a complaint once the complaint has been closed on the basis of "Complainant Elects Court Action."

By submitting this complaint I am declaring under penalty of perjury under the laws of the State of California that the foregoing is true and correct to my own knowledge except as to matters stated on my information and belief, and as to those matters I believe it to be true.

Dated 05/27/2009

At Los Angeles

DATE FILED: 05/27/2009

DFEH-305-530 (0206)  
DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING

STATE OF CALIFORNIA

SK 0775

158-17



**BURBANK POLICE DEPARTMENT**  
**PROGRESS REVIEW - POLICE OFFICER**

Name: Steve Karagiosian Emp #: 11316 Assignment: Patrol

Evaluation Period: 4/30/09 to 8/19/09 Watch: Group 4 Team 7

O Outstanding Performance  
A Above Standard Performance  
S Standard Performance  
I Improvement Needed to Reach Standard  
U Unacceptable  
N/R Not Rated

Any one factor rated "I" or "U" will result in an interview with the Division Captain to establish goals for improvement. A '☆' denotes a critical performance area. An "I" or a "U" in a critical performance area shall result in an overall "I" or "U" rating, and the initiation of a performance improvement plan.

**QUALITY OF WORK**

- |   |     |
|---|-----|
| 1. Written communications and reports   | A   |
| 2. Oral communications skill            | A   |
| 3. Investigations                       | O   |
| ☆ 4. Knowledge of codified and case law | O   |
| ☆ 5. Field and station procedures       | A   |
| ☆ 6. Judgment and impartiality          | A   |
| ☆ 7. Performance under stress           | A   |
| 8. Public relations                     | O   |
| 9. Court testimony and preparation      | N/R |
| 10. Use of technology                   | A   |

**WORK HABITS**

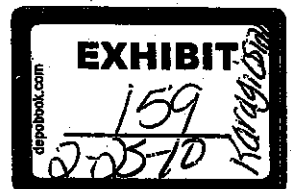
- |  |   |
|--|---|
| ☆ 11. Reliability and dependability  | O |
| 12. Equipment maintenance  | O |
| 13. Adaptability, flexibility, and acceptance of additional responsibilities | O |
| ☆ 14. Safety practices   | A |
| 15. Interpersonal relationships  | A |
| 16. Cooperation with supervisors   | O |
| 17. Problem solving  | A |
| 18. Personal appearance and grooming   | O |

**INITIATIVE**

- |   |               |
|---|---------------|
| ☆ 19. Self-initiated activity               | O             |
| 20. Self-improvement in education/knowledge | A             |
| ☆ 21. Ethics and integrity                  | S (S, I or U) |

**OVERALL RATING: O**

C320-370 4/06



Karagiosian-25

159

**OVERVIEW** (Include Officer's strongest areas and areas where improvement is desirable)

Officer Karagiosian has performed at an Outstanding level during this evaluation period.

**Quality of Work**

Officer Karagiosian completes written work and other assignments with little to no supervision. His reports reflect thorough investigations and he can be relied on to make logical and unbiased decisions.

Officer Karagiosian presents a positive image to the public and has met the Divisional expectation of treating co-workers and citizens with dignity and respect. He volunteered to work the Village Bicycle Detail and put forth an excellent balance of enforcement efforts along with public relations opportunities.

**Work Habits/Initiative**

Officer Karagiosian cooperates very well with the Command Group and with his peers. He is a solid member of the team and is frequently offering to assist where needed. He has proven to be very versatile, using his bi-lingual abilities on many occasions as well as working as a bicycle officer.

The Patrol Division has developed objectives in support of the organizational Mission. These objectives include enforcing traffic laws and apprehending suspects. The expectation to achieve these objectives through initiated activity was clearly stated at the beginning of the shift and Officer Karagiosian's performance in this area was reviewed at each Comment Card cycle. Officer Karagiosian's overall initiated work exceeded the shift expectation in most areas.

Officer Karagiosian enthusiastically looks for opportunities to initiate enforcement actions and in his participation in the department's Youth Rewards Program. He did not show the same enthusiasm regarding his effort to meet the shift expectation in DUI enforcement.

**Misc**

Officer Karagiosian combination of quality and quantity of work, along with his ability to work well within the team structure, make him an excellent employee and a viable candidate for promotional consideration. He is encouraged to balance out his strengths with an additional effort towards meeting each of the stated shift expectations.

Karagoisian-26

Documents Produced by Plaintiff

**GOAL SETTING**

Officer Karagiosian should focus his goals on the FTO program and/or next investigation division position. If a specialized detail becomes available, he should use this as an avenue to the bureau.

**TRAINING RECOMMENDED**

Any advanced officer training with emphasis on interview & interrogation and search warrants.

**OFFICER'S COMMENTS:**

☐ Additional Comments Attached

*Karagiosian*  
Officer's Signature

9-2-09

Date

PREPARED BY:

INTERVIEWED BY:

REVIEWED BY:

Sergeant

Date

Sergeant

Date

Captain

Date

E. Rosoff

8/21/09

9-2-09

9/21/09

Lieutenant

Date

Sergeant

Date

Chief

Date

Lieutenant

Date

**EXHIBIT 500**

## NEW EMPLOYEE ORIENTATION

- A. INTRODUCTION (8:30 – 8:40)
- B. CITY ORGANIZATION (8:40 – 8:45)
- SK Council/City Manager Form of Government
  - INITIALS SK Organizational Chart of City Department & their Functions
  - SK Civil Service System
- C. CITY TREASURER (8:45 - 9:00)
- SK Savings Bonds
- D. CITY POLICIES (9:00 – 9:15)
- SK Probationary Period/Employee Appraisals/ Merit Pay Plans
  - SK Changes in Personal Status
  - SK Political Activity
  - SK Sexual Harassment Policy
  - SK Non-discriminatory Policy
  - SK Americans with Disabilities Act (ADA) Policy
- Disaster Recall Policy
- SK Employees as Disaster Workers
  - SK Disaster Services Worker Placard
  - SK Personal Survival Kit
- SK Smoking in the Workplace
  - SK Zero Tolerance Policy
  - SK Personal Use of City Property
- E. TRAINING/PROMOTIONAL OPPORTUNITIES (9:15 – 9:20)
- SK Training Availability
  - SK Current Job Openings  
Departmental/interdepartmental/Open Competitive
- F. RECYCLING CENTER (9:20 – 9:35)
- SK What is the Recycling Center
  - SK Employee's Recycling Container Locations
  - SK What can and cannot be Recycled
  - SK Recycling Center Location

G. **SAFETY PRESENTATION (9:35 – 9:50)**

- SK Reporting Accidents
- SK First Aid/CPR
- SK Injury and Illness Prevention Program
- SK Hazard Communication
- SK Fire Extinguishers
- SK Personal Protective Equipment
- SK Safe Lifting
- SK Bloodborne Pathogens/Universal Precautions
- SK Vehicle Accidents
- SK Violence in the Workplace
- SK Ergonomics
- SK Indoor Air Quality
- SK OSHA Poster

H. **RISK MANAGEMENT (9:50 – 10:05)**

- SK Employee Assistance Program (EAP)
- SK Driver's License Evaluation – Reporting Requirements
- SK Drug Testing
- SK Worker's Compensation
  - SK Injury on Duty
  - SK Personal Physician Request
- SK Return to Work Procedures
- SK Reporting Property Damage
  - SK City Property
  - SK Personal Property

I. **EMPLOYEE RIDESHARE PRESENTATION (10:05 – 10:10)**

- SK Guaranteed Ride Home
- SK Bicycle Loaner Program
- SK MetroLink
- SK Shuttle Service

**BREAK (10:10 – 10:25)**



J. CITY BENEF

PERSONNEL (10:25 – 10:40)

Association Representation (MOUs)

- SK Cafeteria Benefit
- SK Work Week (Overtime)

Leaves:

- SK Vacations
- SK Holidays
- SK Sick Leave/Call In
- SK Family Medical Leave Act
- SK Jury Duty/Subpoena
- SK Military Leave
- SK Maternity Leave
- SK Personal/Management Leave
- SK Bereavement Leave
- SK Emergency Leave

CITY BENEFITS (10:40 – 10:50)

- SK PERS Retirement

Cafeteria Benefits

- SK Health Insurance
- SK Dental Insurance

- SK Short Term/Long term Disability Insurance

- SK Vista Behavioral Health Plan (Psychological Insurance)

- SK Tuition Reimbursement

- SK Professional Development (Management Employees')

- SK Wellness Programs (BCEA / IBEW)

- SK Life Insurance/Supplemental Life

- SK Cobra Benefits

K. PAYROLL (10:50 – 11:10)

Cafeteria Benefits

- SK Deferred Compensation (Company Representative Available)
- SK Dependent Care

Paydays & Paystubs Deductions

- SK Regular Earnings (Semi-Monthly/Hourly)\*
- SK Overtime
- SK Deferred Compensation
- SK Credit Union
- SK United Way \*
- SK Employee Parking\*
- SK Association Dues
- SK SBC\*
- SK Taxes\*
- SK Medicare\*
- SK Retirement
- SK Insurance's
- SK Leave Balances

L. CREDIT UNI PRESENTATION (11:10 – 11:25)

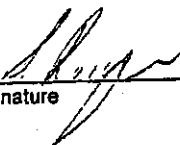
M. UNION/ASSOCIATION PRESENTATION (11:25 – 11:55) 10 MINUTES/UNION ASSOCIATION

Introductions

SK Union/Association Only Benefits

N. QUESTIONS & ANSWERS

STEVE KARAGIDSIAN  
Print Name

  
Signature

1-19-05  
Date

**EXHIBIT 501**

City of Burbank  
**MEMORANDUM**

Date: April 13, 2007  
To: Officer Steve Karagiosian  
From: Captain Bill Taylor  
Subject: Officer of the Year

Each year, several of Burbank's dedicated community organizations honor a Police Officer who has made extraordinary contributions to the community over the past year. I am pleased to inform you that you have been chosen as the Officer of the Year for 2007. Your achievements and commitment to law enforcement are being recognized by the Command Staff and your peers.

The Optimists will be honoring you at an upcoming meeting. I will contact you with details of this event when I receive them. Congratulations on your selection as Officer of the Year.

Bill Taylor  
Captain, Special Operations

05/01

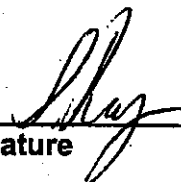
**EXHIBIT 502**



CITY OF BURBANK  
275 EAST OLIVE AVENUE, P.O. BOX 6459, BURBANK, CALIFORNIA 91510-6459  
[www.ci.burbank.ca.us](http://www.ci.burbank.ca.us)

## ACKNOWLEDGEMENT

I acknowledge that I have received and read the City of Burbank's "Prevention Against Discrimination and Harassment Policy" (the City's anti-harassment policy).

  
Signature

STEVE KARAGIOSIAN  
Name (Please Print)

Burbank P.D.  
Department

2-19-08  
Date

11316  
Employee ID Number

## MANAGEMENT SERVICES DEPARTMENT

Administration • Benefits • Labor Relations • Human Resources • Risk Management • Safety  
(818) 238-5026 (818) 238-5003 (818) 238-5021 (818) 238-5021 (818) 238-5010 (818) 238-5050

✓✓✓

**EXHIBIT 503**

**CITY OF BURBANK**  
**Memorandum**

7

DATE: February 28, 2008  
TO: Judie Sarquiz, Management Services Director  
FROM: Bill Taylor, Deputy Chief of Police  
SUBJECT: Request for Signing Bonus and Finder's Fee

As you know, at the City Council Meeting of February 1<sup>st</sup>, 2005, several monetary incentives were approved in the hopes of enhancing our ability to recruit qualified police officer candidates.

The purpose of this memorandum is to confirm that we have hired a lateral entry police officer who is eligible for the signing bonus.

Officer Gamer Eskandarian (Employee #12557) comes to us from the Los Angeles County Sheriff's Department, effective March 17, 2008. As such, he is entitled to a \$2,500 signing bonus effective that date, and an additional \$2,500 once he successfully completes his probationary period (March 17, 2009).

In addition, Officer Eskandarian was recruited by Officer Steve Karagiosian (Employee #11316), thereby making him eligible for a \$1,000 finder's fee.

Thank you for your assistance with this matter.

*BTaylor*

Bill Taylor  
Deputy Chief of Police

P

*Judie Sarquiz*  
**APPROVED: Judie Sarquiz**

EP:REL:08MAR11 PM0233

503



MISSING

504

From:  
Sent:  
To:  
Cc:  
Subject:

Byrne, Teri  
Monday, May 04, 2009 4:38 PM  
Police Employees  
'Burbankpoa@sbcglobal.net'  
Daily Bulletin May 4, 2009 Addendum



## BURBANK POLICE DAILY BULLETIN

Monday, May 4, 2009 - Addendum

### DEPARTMENTAL RESTRUCTURING

As I approach the second anniversary of my appointment as Chief, I am announcing several organizational changes within the Department which I hope will prove to be in the best interest of the Burbank Police Department as we move forward into this next fiscal year.

First, effective immediately, there will be no Captain assigned as Deputy Chief. As some of you may recall, this assignment was created under the previous administration to oversee the day-to-day operations of the Department, and to train and mentor new Captains. I do not view this as a pressing need at this time, and I would prefer to have more direct control of the organization.

The Department will operate with four Police Captains whose assignments will be as follows:

Captain Craig Varner – Administrative Division  
Captain Bill Taylor – Investigation Division  
Captain Janice Lowers – Special Operations Division  
Captain Pat Lynch – Patrol Division

Second, in an effort to refocus our priorities and reinforce our core Departmental Mission, and to provide more diverse opportunities for more Officers, the Special Enforcement Detail (SED) assignment will be deactivated. Effective Thursday, May 28<sup>th</sup>, those personnel assigned to this unit will return to assignments in Patrol.

Third, I will be creating a Special Problems Unit (SPU), which will work out of Patrol. I anticipate staffing the unit with a Sergeant and three to four Officers, whose assignments will be driven by Crime Analysis and Patrol needs. Hours will vary and this unit will be available to assist in any area, operating both in uniform and plainclothes. I will be asking for memos of interest from Officers and Sergeants seeking assignment to this new unit in the near future.

Finally, you should all know that these decisions have been made after a considerable amount of time and thought has been given to what I feel is best for the organization and the community we serve. And while I recognize that change is difficult and not everyone will agree with these decisions, I ask for each of you to pull together and work as a team during this period of transition.